

Killam Professor Dr. Steve Hrudehy solves public health issues.

Is it prestige or does research enhance teaching? Students, professors and administrators weigh in.

The university could save a mint by turning out lights.



folio

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Folkways collection comes alive

Concert celebrates unique music research partnership

By

Most research agreements aren't celebrated on a really grand scale, but the connection between the University of Alberta and Smithsonian Folkways is no ordinary research project. So the deal will be launched with an Oct. 5 concert at the Winspear Centre for Music, featuring performances by Mike Seeger, the Mahotella Queens and Quartette.

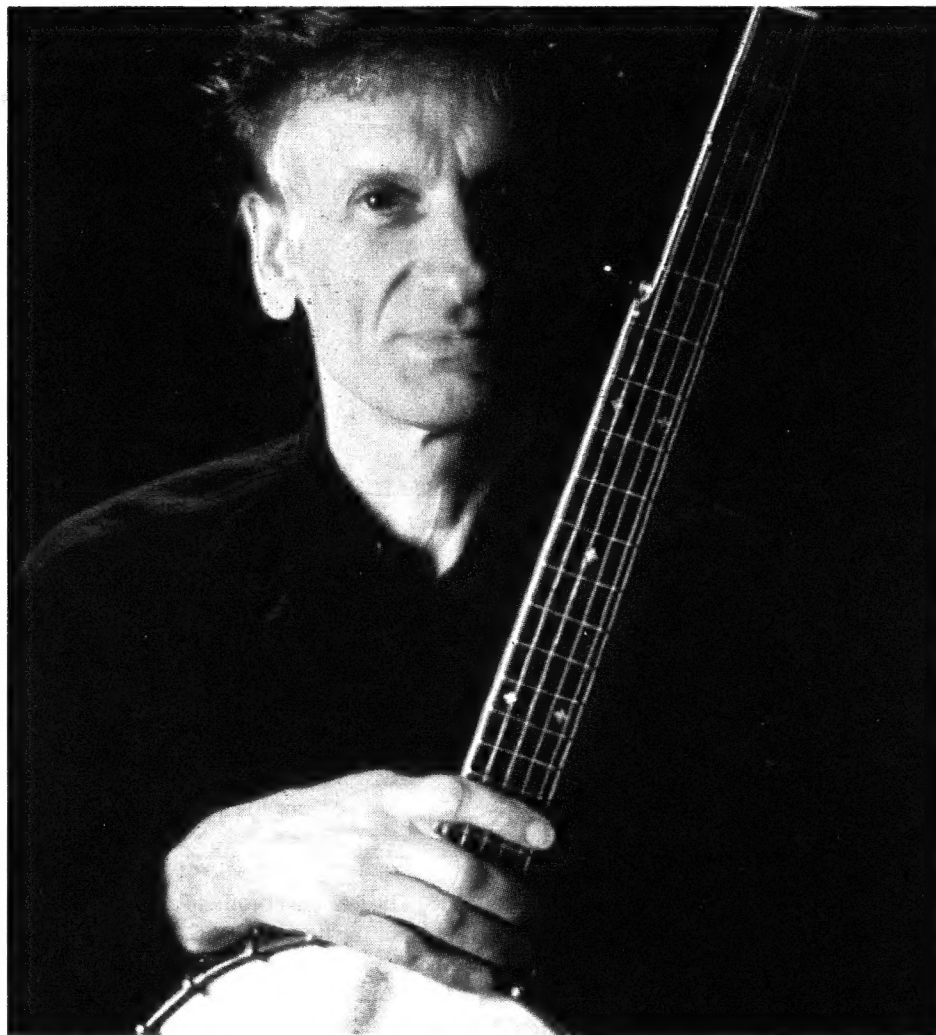
The event celebrates a unique partnership between the Asch family, the record label it founded, the University of Alberta and the Smithsonian Institute.

The Moses and Frances Asch Collection, one of two complete collections of recordings made by the Folkways music label, was donated to the U of A by Folkways founder Moses Asch. The collection includes everything from the earliest works of activist-musician Pete Seeger, to speeches and religious ceremonies. Asch, during visits with his son Michael, now a professor emeritus with the U of A Department of Anthropology, was so impressed by the university and the city's music scene that he donated the entire Folkways catalogue to the U of A. The Smithsonian Institute holds the copyright on the Folkways recordings.

Now, under an agreement between the U of A and Smithsonian Folkways, the university will build on Smithsonian's digital library of the recordings, adding liner notes, documents and text related to the label and its recordings, in order to establish and study an elaborate research database.

Mike Seeger, son of Folkways artist Pete Seeger, headlines the concert. He doesn't consider the academic study of folk music as a driving force that props up the genre. Speaking from his home in Virginia, Seeger said academic research of the genre and the Folkways label is a natural occurrence that has taken place alongside a renewed interest in acoustic, 'roots' music.

"In this country, I would say there has been a revival of interest in traditional music," he said. "And those people come from all kinds of backgrounds. They are as likely to come from the city



Mike Seeger will help celebrate a research agreement between Smithsonian Folkways and The University of Alberta at an Oct. 5 Winspear Centre for Music concert.

because, well, most people come from the city these days. But, in the South, it's as likely to be working-class people as well as university-educated people. Because people are more likely to be educated now than they were 50 or 75 years ago. That is, in the academic sense," he chuckles. "Everybody's educated now."

Folk music, he says, is the music "of every day kinds of people; the music of the fiddle, the Jew's harp, and the voice, of course." And it's not intended to be an occupation.

"It's supposed to be something that's part time. And some of the best musi-

cians that I know, in old time music, are as good as any musician anywhere, but they work doing other kinds of things. Civil engineering, or in a university, or editing papers, or working as computer programmers. Some of the best musicians I know do blue collar work. That's the kind of work I did before I started playing music for a living. Because I'm barely a high school graduate - went to technical school briefly."

He was certainly bound for a musical life. His parents were formally trained musicians: mother Ruth was a prominent modernist composer, father Charles was a

musicologist and composer. Both took an interest in authentic American music, and passed this love on to Mike, sister Peggy, and half-brother Pete, all future folk titans.

For his part, Seeger helped form the seminal New Lost City Ramblers, a band devoted to playing old-time music, and was instrumental in starting the folk revival of the 1950s and 1960s by rediscovering such artists as banjo player Dock Boggs. It wasn't just a musical revival. The Seegers, along with fellow travelers Moses Asch and Harry Smith, saw the old songs as inseparable from social and political issues around them.

"There were quite a few people, especially around New York, but also in the other major cities, who looked on folk music as a means of helping the broader political scene," says Seeger. "So it did become used as part of the left wing or progressive political scene . . . I sing those songs, and I feel like they still have a great deal of meaning, because all those issues are still alive now."

Seeger says that his career, like the popularity of the music, has had highs and lows.

"What I do is so specialized that it's very much open to people's attitudes and knowledge at the time. People are really looking around for alternatives. And there's huge amounts of old time sounds to build your music on."

And that's thanks to people like Seeger and Moses Asch, who kept much of the old time music in print. Seeger characterizes the Folkways recordings as an important cultural record.

"People really value those recordings. It's a little bit like having a library. I just think it's important to keep them alive so that we know what's gone before, and also . . . it's as rich as having a little bit of Shakespeare around. A little different than Shakespeare," he wryly allows, "but the same idea; that there is this great craftsmanship and art in these old songs."

Tickets for the Folkways concert, with master of ceremonies Tommy Banks, are available at the Winspear box office (428 - 1414). ■

University now a United Way beneficiary

Campaign aims to beat \$400,000 in donations

By Richard Cairney and Ryan Smith

When the University of Alberta's United Way fundraising campaign officially kicks off Oct. 4, it will marked an important change: donors can now designate the U of A itself as a beneficiary of their contribution.

This year, for the first time ever, donors to the U of A United Way Campaign can request their donation go to the university's own fundraising campaign, including specific programs, such as the Campus Food Bank or bursaries for students in financial need. Those directed gifts could make a big difference in the lives of students. You only need to ask Irene Hua what kind of difference a donation can make.

Hua, a 22-year-old student now in her fourth year studying pharmacy, was awarded a \$1,000 bursary last spring. She

couldn't be more appreciative.

It was great," said Hua. "When I got it went 'Wow!' I've found that tuition increases every year and we keep having to pay more for tuition and books," said Hua, adding that wages for part-time jobs don't keep up with increases in a student's cost of living.

"It's hard sometimes to accommodate for inflation. I am working once a week but being in pharmacy, the course load is pretty tough. It is a full semester, I have labs, and we do extracurricular activity and it is really difficult to work and study and do well in class.

"So getting a bursary really takes a lot of the stress off. I got it in second term when I had to do a lot more studying. It let me cut back on work a bit so I could focus more on school."

Organizers of the 2003 University of Alberta United Way Campaign are hoping to raise more than \$431,000 – the record

amount raised last year.

Donations made to the U of A United Way Campaign go to the United Way of the Alberta Capital Region, which includes 40 member agencies. However, donors can earmark their gifts for any registered charity they choose.

Last year, the U of A raised the third highest amount among Canadian universities, behind the University of Toronto (\$778,000) and the University of British Columbia (\$477,000). However, the main goal of the campaign this year – aside from raising more than last year's total – is to increase the percentage of U of A employees who donate, said Lorna Hallam, the U of A United Way Campaign co-ordinator.

Last year, 17 per cent of all U of A staff members gave to the campaign, compared to 30 per cent from the University of Manitoba, Hallam said.

"I'd really like to get our participation number up to 20 per cent," she added.

"The majority of deans across campus have been really good about allowing us to make presentations to their faculty members, and every year we get tremendous help from many volunteers around campus, so I'm hopeful we can do it."

The main fundraising events from previous years, such as the Turkey Trot and the pumpkin sale, will be held again this year; however, there are also a couple of new events. The U of A Department of Athletics donated \$1 from every ticket sold to the U of A Golden Bears vs. the University of Manitoba Bisons football game Sept. 20 at Foote Field. Also, the U of A Students' Union is planning a "hunger awareness" fundraiser for early November.

The official launch of the 2003 U of A United Way campaign takes place Oct. 4. The campaign ends Nov. 21, but fundraising events and activities will happen before, during, and after the official campaign. ■

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(clockwise from bottom left) U of A President Dr. Rod Fraser, Lewis Cardinal, Orval Belcourt, and Herb Belcourt

Belcourt – Brousseau House is home for Métis students

Trio donates house to U of A

By Ryan Smith

For the past 30 years or so, Herb Belcourt, his brother Orval, and their colleague Georges Brousseau have backed their beliefs with their money.

Most recently, the three businessmen announced they have donated a house to the University of Alberta. Built in 1916 and located in Garneau community on the southeast edge of the U of A campus, the four-floor, Victorian house, now the Belcourt – Brousseau House, will be managed by the U of A Office of Native Student Services. Each year it will house seven Métis students studying at the U of A.

"Herb and Orval Belcourt and Georges Brousseau have been consistent supporters of Aboriginal and Métis education for many years," said Lewis Cardinal, director of Native Student Services at the U of A.

And with this house they have given us a gift that will support students at the U of A for many years to come."

The Belcourt brothers and Brousseau bought the house in 1999. Métis students at the U of A have been living there since that time, but when the three decided to liquidate Canative Housing recently, they decided then to donate the house to the U of A.

"After we bought it, we saw how successfully it helped the students living there. We saw how the students were supported by the U of A and the programs at the U of A, so that's why we decided to donate it in the end," Herb Belcourt said.

"This house has definitely added to my positive experience at the U of A," said Lacey-Dawn Testawich, a fifth-year native studies and education student who has lived in the house since 1999. "Every year, everyone who lives in this house becomes like family. There's a definite closeness and camaraderie that develops, and I know a lot of students would have been lost without this house."

The students each pay around \$350 a month to live in the house, which is now decorated inside with historical Métis photos. It is one of two residences—the other is a four-bedroom unit reserved for students from Northern Canada in HUB Mall—that comprise the U of A Aboriginal Student Housing Program (ASHP). Cardinal has plans to build the ASHP to better serve the more than 1,000 Aboriginal and Métis students who attend the U of A every year.

The Belcourt brothers and Brousseau founded Canative Housing Corporation in 1974 to create and maintain affordable housing for Aboriginals in Canada. For more than 30 years they have also been outspoken advocates of the importance of education, particularly among Aboriginal people. In recent years they have donated millions of dollars in scholarships and bursaries for Aboriginal and Métis students in Alberta. ■

The research factor

How can research enhance teaching?

By Richard Cairney

When you talk about research at the University of Alberta the numbers seem overwhelming. Sponsored research funding has soared to about \$300 million per year. Across campus, you can see impact: U of A researchers are using state-of-the-art equipment in newly built labs to make new discoveries in their fields of study. In some cases, entire buildings are being erected to promote leading-edge research.

At the same time, student enrolment has swollen to nearly 35,000 undergraduate students. Making their way from one crowded class to another, those students might wonder what the fuss about research is all about, when the university's focus is supposed to be on them. As government research funding makes up for years of neglect, it has become easier to assume that universities are more interested in research than teaching.

Alan Jenkins has put a lot of time into researching the balance between teaching and research. As a faculty member at Oxford Brookes University in Oxford, England, Jenkins says he once felt his institution's commitment to research was beginning to hamper its efforts to teach. But on the face of the facts, he's convinced that a strong research program can only enhance the learning environment.

Universities can excel at teaching and research, but doing so demands a focused effort, says Jenkins, author of the book *Reshaping Teaching in Higher Education: Linking Teaching and Research* (Routledge/Falmar).

Jenkins recently hosted a workshop on campus to help U of A professors find new and better ways to use research to enhance the learning experience. At Oxford Brookes, Jenkins was part of a study in which undergraduate students were asked how research at the university affected their education. Students felt research on campus "gave their courses credibility," said Jenkins.

But there was also "a considerable degree of anger" expressed by students who felt some faculty members spent more time conducting research than teaching. Other students were "completely unaware of any research being conducted at the university," so it had no effect on them, he added. A second survey confirmed research is more relevant at the post graduate level.

So the question that all research-intensive universities need to ask themselves, Jenkins says, is whether the research activity adds value to the classroom. "Is it just prestige or is it higher learning?" he asks.

It's a problem research-intensive universities around the world are struggling with. The U of A, for its part, has earned more prestigious 3M national teaching awards than any other university in Canada while becoming one of the nation's leading research universities.

Jenkins says the Oxford Brookes studies prove research enhances teaching, but he adds that simply conducting research isn't enough. A concentrated effort needs to be made to keep the two together.

And that's something the U of A practices, says Vice President (Research) Dr. Gary Kachanoski.

"Are faculties trying new things to engage and link undergraduate students to research? The answer is yes – some pretty significant changes have been made over the past 10 years," said Kachanoski.

And the changes continue. In the past two years three faculties – Arts, Science



University of Alberta students benefit from their professors' research experience.

and Physical Education and Recreation – have taken advantage of extra internal funding to help enhance the undergraduate learning experience and to connect teaching and research. Physical Education and Recreation, for example, began a program in which graduate students served as mentors to third-year students.

And this summer, with the School of Native Studies and the Faculty of Arts, Kachanoski's office helped fund a program that provided summer research positions for undergraduate students.

Jessica Keyes, who has just begun her fourth year as a music student, was one of the first recipients of the Arts Undergraduate Researcher Award. The award put Keyes to work during the summer, researching women's devotional music in the Indian diaspora. The project changed her life. Instead of heading towards a career as a musician, Keyes now intends to pursue an academic career, in ethnomusicology.

"This project definitely swung it," she said. "Last year, I didn't want to be a performer exclusively, I knew I didn't want to be a junior-high band teacher . . . when I found out about this scholarship it was the turning point for me and helped me realize this is what I really wanted to do."

Keyes went to local Hindu temples and homes of members of the city's Hindu community, conducting interviews and recording the devotional music. Her project ends with a free concert at Convocation Hall Oct. 21.

When she first set foot on campus as a first-year student, Keyes was aware that research is conducted at the university,

"but only in the most abstract sense."

The project changed her idea of research. Now she can't get enough of it. "This is different – you are out in field working with people. It is really social and that is a huge challenge for most people because you're talking a lot of risks by going places you feel uncomfortable. For me, being raised Anglican, it was a bit of a stretch to go by myself to a Hindu temple."

Keyes won't publish the research findings – not yet anyway. She regards the work as the foundation of future research, though the thought of publishing her findings excites her.

"If I can publish something as an undergrad? That would be really good," she said.

That's the progression Provost and Vice President (Academic) Dr. Carl Amrhein sees research taking on campus and just one way it influences students. Another way is in the enthusiastic manner researchers can have teaching a class.

First-year math students might not know that their professor, Dr. Tony Lau, is chair of the Department of Mathematical and Statistical Sciences. They might not know he is this year's winner of the University Cup for teaching and research. They may not be aware that he has an international reputation – or that he has taught some of the brightest minds on the continent.

"But they will walk out of his class saying 'boy, that was a really spectacular teacher'," said Amrhein. It's a response he believes most professors can elicit. "We should not have people who don't have the intellectual capacity to transmit their

knowledge to others," he said.

"Just because you aren't the brilliant, headline-making teacher doesn't mean you are a bad teacher," he added, saying that researchers who feel uncomfortable teaching can overcome that.

"My view is 'go learn how to teach', and learn as aggressively as you learned to be a researcher. It's our responsibility to provide the resources to allow them to do that, and those resources are available. We have people who will help you be a better public speaker, write better overheads and just be a more effective teacher."

That was the outcome of the presentation Jenkins made on campus. During his workshop, he asked teachers to think of ways they can bring research into the classroom.

Dr. John Hoddinott, a professor of biological sciences and past president of the Association of Academic Staff: University of Alberta, says Jenkins' presentation confirmed that professors at the U of A are doing some things right already.

The goal of the university "isn't to just create a whole cohort of PhDs," he said. "We want to create habits of the mind that enable students to do research and we also want to allow them to critically evaluate all the things around them in their lives."

To ensure his students have those abilities, Hoddinott asks fourth-year students to provide him with a portfolio of evidence that proves they've met the learning objectives he's set for them.

"I could stand and lecture to them . . . but they can read the material themselves and put a spin on it that is relevant to their own interest in plant biology," he said.

So bringing research into the class, he says, means more than informing students of a new scientific discovery you've made or read of—it means imparting research skills to students.

"If you want to include a few more extra factoids students have to learn, that is not bringing research into the curriculum. Getting the students to articulate how that new finding relates to what they are studying in the classroom and getting the student to take those linkages back into the classroom is what is important," he said.

Dr. Sandy Rennie, a professor in the U of A Faculty of Rehabilitation Medicine, says Jenkins' session gave him a greater understanding of what researchers bring to the university.

"There is more to research than looking down a microscope or seeing a patient every day," said Rennie. "There is more to it than bench research. We are trying to get our students to understand that the more they learn about conducting research the better physical therapists they will be."

"My concern is that they become good clinicians and that they understand that being a good clinician means knowing what people do when they do research."

Jenkins would approve of that way of thinking. Bringing the two areas together can produce benefits for teachers, researchers and, most importantly, students.

"Research can enhance teaching," he said, "But people have to believe it, and work at it, and you need to have the structural support."

"I think it's easy enough to assume that teaching and research get in the way of each other. And there is a risk that schools, in the quest for research stars, can lose sight of the centrality of undergraduate teaching," said Amrhein. "I've seen no evidence that the U of A has fallen into that trap." ■

Diamonds are a researcher's best friend

New lab dedicated to study of diamonds

By Richard Cairney and Julie Naylor

The University of Alberta has officially opened Canada's first-ever diamond research laboratory.

The De Beers Laboratory for Diamond Research will be headed up by Dr. Thomas Stachel, a professor in the Department of Earth and Atmospheric Sciences and holder of the Canada Research Chair in Diamonds.

Stachel, who conducts research and supervises four graduate students, studies the chemical and physical properties of diamonds, and the geochemistry of their mineral inclusions.

The lab has been established with the aid of diamond giant De Beers Canada, which provided \$100 000 to equip Stachel's laboratory with state-of-the-art research equipment, previously unavailable in Canada.

Richard Molyneux, president and CEO of De Beers Canada, said the investment will help contribute to scientific knowledge as well as economic prosperity, as Canada's young diamond mining industry begins to thrive.

"Canada is well on track to becoming the third-largest producer of diamonds by value in the world and this industry will make a significant contribution to the national wealth of Canada," he said. "The development of a leading-edge diamond research capability in Canada is therefore both logical and significant. This laboratory

will make a valuable contribution to our scientific understanding and support the Canadian diamond industry."

In learning more about diamonds, part of Stachel's research can be applied to helping industry find diamonds. In order to do so, he tries to identify the conditions in which diamonds are usually formed, what minerals are found near them and what that information reveals about the quality of diamonds in any given area.

The new imaging equipment allows for high-spatial resolution. It can help researchers to determine age and, more importantly for Stachel's research, try to understand how diamonds are formed.

"With the breadth of upper mantle and diamond research underway in this department, we are positioned as the top lab in the country, if not around the world," Stachel said.

A recruit from Germany, Stachel came to Edmonton because the U of A offered him "the only academic position in the world dedicated to research specifically on diamonds."

The CRC funding allows Stachel more time to focus on his research.

"Diamonds are so rare that it's hard to find them simply by looking for them. But if you're able to determine the conditions in which diamonds are usually formed, and what minerals are usually found near



Dr. Thomas Stachel, Canada Research Chair in Diamonds (left) and Richard Molyneux, president & CEO, De Beers Canada.

them, then you have a better idea of where to find them, and what grade or quality you're likely to find in certain areas," Stachel said.

Diamond mines have recently been

developed in the Arctic, but Stachel said there is potential to find diamonds in northern Alberta as well. "There's no guarantee, but there are promising indications," he added. ■

folio letters to the editor

Article included error

Editor, Folio:

I am writing to correct misinformation I was responsible for in the Sept. 12 edition of *Folio* (\$5.4-million grant gained for health monitoring). The error originally appeared in July, when the article was first published in ExpressNews (www.ualberta.ca). In August, a correction appeared in ExpressNews.

Folio's editor overlooked my correction when the article was reproduced in the Sept. 12 edition. As a result, paragraph eight is misleading and wrong, particularly the sentence, "As a nurse, she didn't go to their meetings, and she didn't publish in their journals."

This is incorrect. Professor Harrison and her colleagues published the findings

of their study. (M.J. Harrison, K.E. Kushner, K. Benzies, C. Kimak, P. Jacobs, and B.F. Mitchell, In-home nursing care for women with high-risk pregnancies: outcomes and cost, in *Obstetrics and Gynecology*, volume 97, pages 982-987, 2001.)

Further, the findings from this study were presented at perinatal rounds at the Royal Alexandra Hospital and were highlighted by Capital Health and received considerable media attention.

I sincerely regret my error. Though it goes without saying, it needs to be said here that across Canada obstetricians practice good, evidence-based medicine and do prescribe at-home care for expectant mothers when it's appropriate.

David M. Olson, PhD

Wealthy doesn't mean excellent

Editor, Folio:

Re: *How long will good fortune last?* (*Folio*, Sept. 12) How quickly they forget. Is this workforce too young to remember what it was like in Edmonton in the early 1990s?

I graduated into that market – people with 10 years' experience were being laid off. Most of my friends had to go up North or to places like Whitecourt to get a job. Here in Edmonton, Home Depot would post a cashier's job, and over 700 people would show up to apply, many with university degrees.

It really makes me mad that this government doesn't care about education

and excellence – they think that as long as people can make lots of money, what does it matter if they can't read? Any grown-up knows that the energy sector is cyclical, and it's not too pleasant when the inevitable downturn comes. And there may be even bigger downturns ahead for Alberta – the world may not rely on fossil fuel forever.

Having a slush fund to pay illiterate workers who get laid-off is not the answer. An investment in education benefits all aspects and every level of society. Let's make Alberta excellent, not merely wealthy.

Barbara LeFort

Administrative Assistant,
U of A Department of Medicine

Ban smoking? It isn't the university's job

Editor, Folio:

(Re: *Task force proposes smoking ban* *Folio*, Sept. 12) Surely, the wisdom of Mr. Justice Brandeis, uttered by him in a case before his United States Supreme Court in 1928, is most apposite as regards the heady prescriptions offered in the Report of the Senate Task Force on Wellness:

"Experience should teach us to be most on our guard to protect liberty when the Government's purposes are beneficent. Men born to liberty are naturally alert to repel invasion of their liberty by evil-minded rulers. The greatest dangers to liberty lurk in insidious encroachment by men of zeal, well-meaning but without understanding."

In this case, the ignorance resides in a two-fold failure of institutional imagination, namely, that social engineering of this sort is properly the university's to perform, and that performances of that sort are consistent with the university's mission which is, after all, liberty, both the free inquiry of its scholars and the inculcation by them of the spirit and practices of liberty in their students. Which is to say, the well-meaning zealotry here at play both exceeds and contradicts the core institutional commitments and practices of this university.

F.C. DeCoste
Professor of Law

folio letters to the editor

Folio welcomes letters to the editor. Send your thoughts and opinions via e-mail to richard.cairney@ualberta.ca, fax at 492-2997, or by mail to Folio, Office of Public Affairs, 6th Floor General Services Building, Edmonton, Alberta T6G 2H1.

Letters may be edited for grammar, style, accuracy and length.

One thing is certain: you will die

Dr. Steve Hrudehy wants to make sure that doesn't happen prematurely

By Stephen Osadetz

For all the media attention that surrounded the tainted-water tragedy of May 2000 in Walkerton, Ontario, one of the most disturbing facts of the case is rarely raised: a nearly identical contamination happened only 15 years before, and, according to a University of Alberta professor had its warning been heeded, it might have prevented Walkerton, where thousands of people fell ill and seven died.

In fact, the town of Orangeville, the site of the previous contamination, is only about an hour's drive southeast of Walkerton. In both cases, manure from agricultural land contaminated a system of shallow water wells. In both, a bacterium named *Campylobacter* played a part in overwhelming water treatment systems and infecting the local populace. In Orangeville, only a tenth as many people became ill as in Walkerton, and no one died. New safety standards were brought into effect in 1994, by the Ontario government, and – had they been implemented properly – might have saved those who died in Walkerton.

"How come we didn't get it? What's missing?" asks Dr. Steve Hrudehy, an expert in risk-management and water-borne illnesses at the University of Alberta who, more than three years after Walkerton, still seems bewildered that the tragedy struck at all. Hrudehy was a member of the Research Advisory Panel to the Walkerton Inquiry – which meant that for two years he shuttled between Edmonton and Ontario, regularly working evenings and weekends as he helped piece together what went wrong and what might minimize the chance that such an outbreak will occur again. Now Hrudehy, a professor in the Department of Public Health Sciences, is being recognized for his work in defending Canadians and the environment: he has been awarded a Killam Annual Professorship for 2003-04. The Killams are among the most prestigious prizes offered to U of A professors recognizing all-round achievement in academic work, teaching, and community service.

"Steve is definitely a leader in risk management and risk assessment in Canada, and also around the world," says Dr. Chris Le, a colleague of Hrudehy's. "He's still working as hard as he did on the Walkerton inquiry, because there's still so much to be done on the issues he faces."

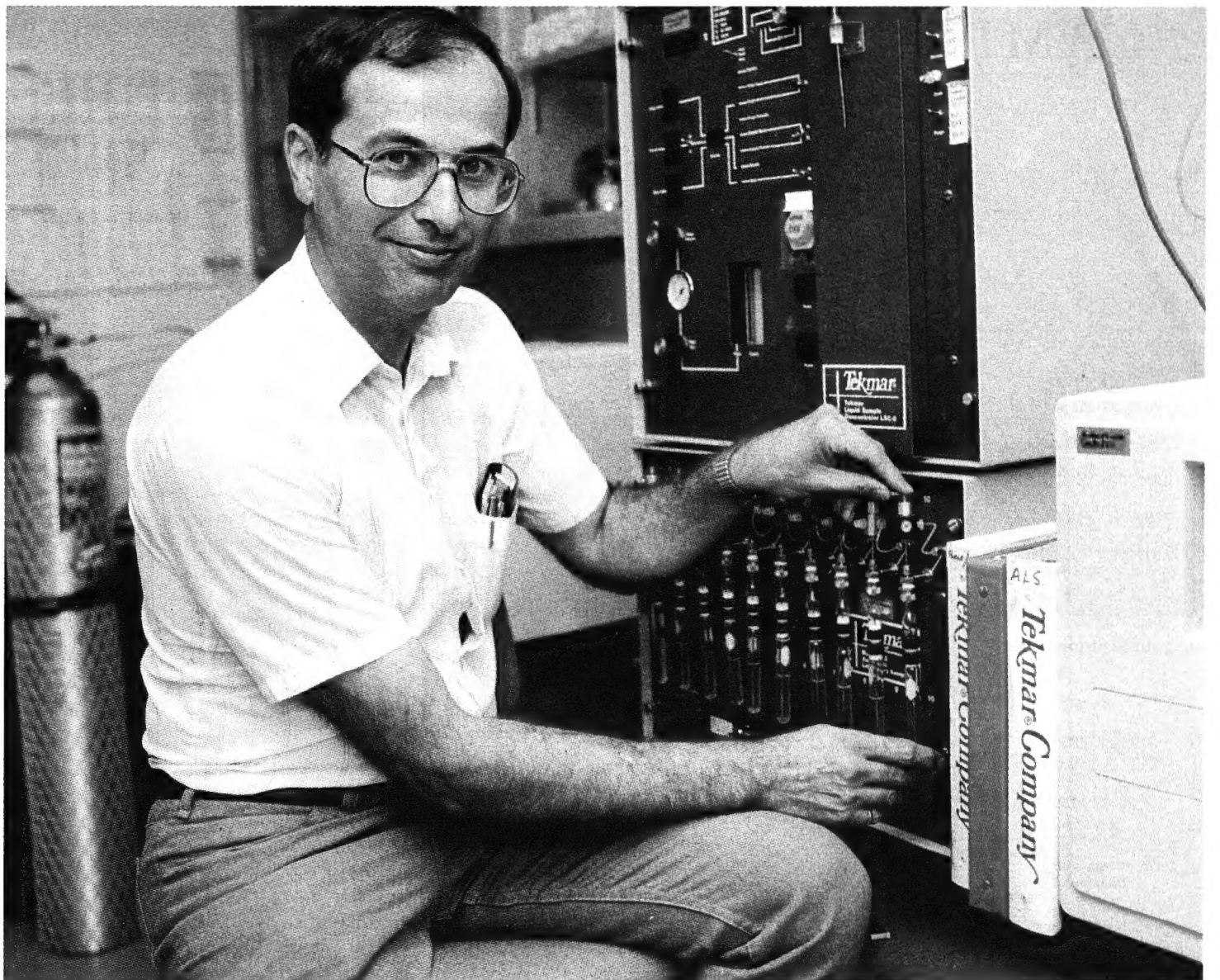
Hrudehy's career to this point neatly spans the existence of broad public concern with environmental health that is so prevalent today. As he was working towards his PhD in Public Health Engineering during the late 1970s, the Love Canal controversy broke, becoming one of the worst hazardous waste sites scandals in American history. Love Canal was a canal-turned-waste-disposal-site that the Hooker Chemical Company capped with a clay layer and turned over to the local municipality, which built a residential subdivision, including a school, on the site.

Before Love Canal, during the 1950s and 1960s, there simply wasn't the public consciousness about industrial waste that exists today. Then, the mantra was 'live better chemically,' a mindset that would never work today, because, largely in response to cases like Love Canal, people have come to think of industrial chemicals as dangerous, especially when they're not cleaned up properly.

"The initial reaction to Love Canal," Hrudehy said, "was that thousands of people were going to die, that babies would

"He's constantly making very important decisions. What he does isn't just important academically – it really makes a difference in people's lives."

– Dr. William Leiss



Dr. Steve Hrudehy has been awarded a Killam Annual Professorship.

be deformed, that everyone would get cancer, that it would be a total disaster." The effects weren't that catastrophic, possibly because the U.S. government bought all the property and relocated residents.

It was during this fiasco that the term 'hazardous waste' was coined and, as Hrudehy says, "you would be hard-pressed to find two more negative words that have been put together." Another result was that, as attention grew, the U.S. government established Superfund, a multi-billion dollar fund built by taxing oil and chemical industries, the money from which would be used to clean up old industrial sites. Love Canal was only one of these dumps-turned-subdivisions. Thousands of others existed.

The problem Superfund then faced has turned out to be the problem at the centre of Hrudehy's academic career: how clean is clean? "Almost every time I ask tough questions about what targets we are trying to achieve, I find they're not based on very much," he says. The key for Hrudehy is to find the right balance.

Hrudehy has dealt with pressing public health issues across Canada, including changing the way water is treated in Edmonton. He participated in a prosecution leveled against Suncor by the Alberta government and local native bands when an explosion at Alberta's oldest oilsands plant, near Fort McMurray leaked hydrocarbons. For his work on cases such as these, Hrudehy was appointed to the Alberta Environmental Appeal Board in 1996. He continues to serve the EAB as an administrative law judge and mediator, an important position in which he has worked on nearly 30 cases. His expertise has been sought outside Canada as well. He has advised revisions to Australia's drinking water guidelines and has served on an expert panel on drinking water for the World Health Organization.

But despite all this success, the fact of

Hrudehy's monumental task is that he can never see true prevention perfectly realized. No matter how good his guidelines, he can never promise, as he felt pressure to do in the Walkerton Inquiry, that a tragedy will never recur. "There is no zero risk," Hrudehy emphasizes. "The one certainty

"The one certainty that every individual faces is that you're going to die. I'm doing my best in terms of health risk management to prevent it from being premature."

– Dr. Steve Hrudehy

that every individual faces is that you're going to die. I'm doing my best in terms of health risk management to prevent it from being premature."

This is another of the many things that went wrong in Walkerton: somehow it was believed that guidelines – tables of numbers – would be enough to protect people from the deadly pathogens that contaminated their water.

Safety standard measures were in place since 1994 called for continuous chlorine monitors that would have automatically prevented the Walkerton outbreak. Still, even after Orangeville, these monitors still weren't in place. The tragic shame of the matter is that these monitors cost only about \$8,000 each.

This is what Hrudehy refers to when he says officials tout regulations as sufficient protection without bothering to enforce them, as though charts and graphs on a printed page could magically ward off pathogens. "To my mind," Hrudehy says, "this suggests that there are serious problems in understanding how these systems work. There seem to be misunderstandings at all levels – still."

To try to correct at least part of this general ignorance about the real state of Canada's environmental and public health problems, Hrudehy is now working on a book about the Walkerton case. His collaborator on the book is his wife, Elizabeth, a trained microbiologist, allowing the two to spend a bit more time together than Hrudehy's hectic schedule would usually permit. "She's decided to join my campaign rather than fight [the amount of

work I do]," he says.

But for all the problems Hrudehy faces, he has had some resounding successes. One of the first cases he chaired was here in Edmonton in the early 1980s. "I was born and raised here, and through the 1970s and 1980s, every spring the water of the North Saskatchewan smelled like a gas tank. It was really foul." A *Giardia* outbreak – the bacterium responsible for 'beaver fever' – hit in the early 1980s, one of the largest outbreaks of this bug ever on the planet. Again, in 1985, the river stank, and the Edmonton Sun newspaper broke a story that the city had done tests and found carcinogenic chemicals in the water, though they weren't telling anybody. Hrudehy was brought in to chair the inquiry.

"This really opened my eyes quite widely to how diverse our problems were," he said. "Now, I think EPCOR is one of the best utilities, certainly in Canada, if not in North America, but it's because of our rough past that we've had to recognize and deal with these problems."

Hrudehy's work "affects Canadians in very concrete ways," says Dr. William Leiss, Research Chair in Risk Communication and Public Policy at the Haskayne School of Business at the University of Calgary, and a long-time collaborator with Hrudehy. "On the Environmental Appeal Board and in his work in the community he's constantly making very important decisions. What he does isn't just important academically – it really makes a difference in people's lives."

But for Hrudehy, it's a campaign that will never end. "Sometimes people come and ask me why it's such a big deal that seven people died in Walkerton, after all, in Alberta, we might see seven people die on the highways over a long weekend. But people don't expect to die from their tap water in Canada. Because we've done such a good job of providing health and security in this country, to some extent, we've become a victim of our own success. No, we can't make the risk zero, but we can certainly do better than we did in Walkerton." ■

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 of a student."

— Anna Wesenberg

ANNA WESENBERG

Undergraduate Student, Nutritional Sciences

STEVE LILLEBUEN

Undergraduate Student, English

SEMINA AGUIAR

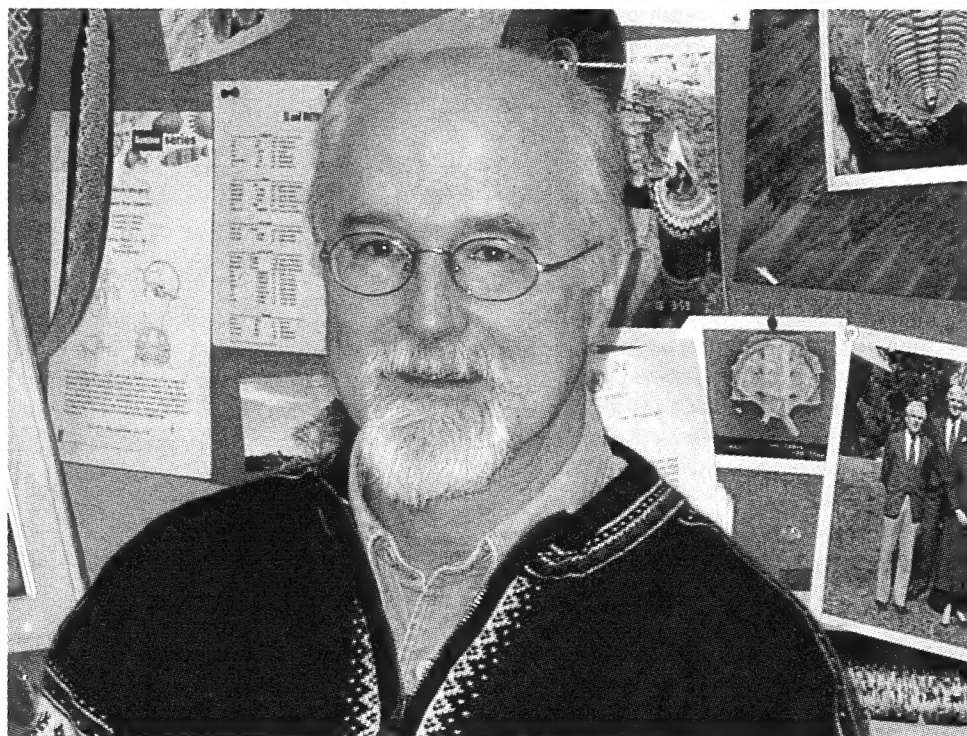
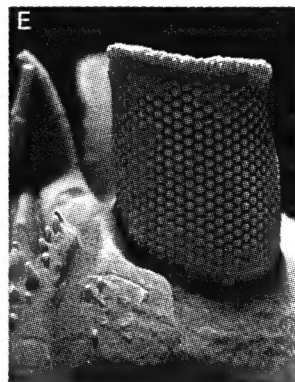
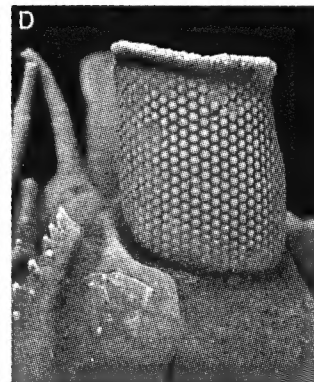
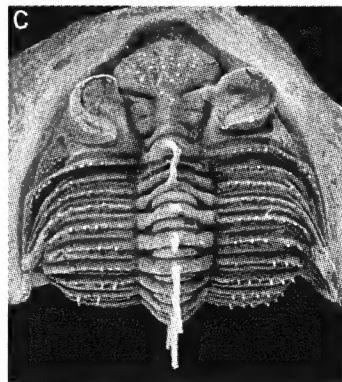
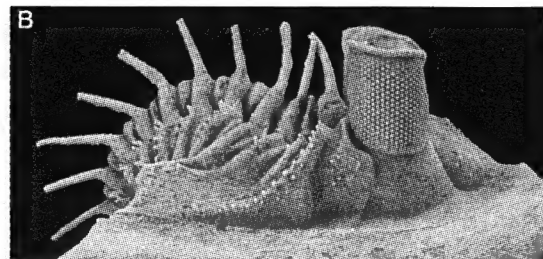
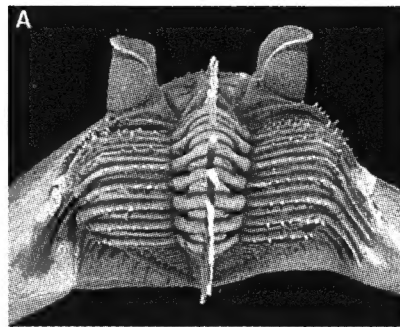
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Dr. Brian Chatterton has published a report on a rare type of trilobite. Top photos show details of the prehistoric creature.

Rare fossil offers clues to past

Dealer shines light on rare trilobite

By Phoebe Dey

A new, rare fossil of a prehistoric sea creature with eyes like "twin towers" sheds light on how it lived more than 395 million years ago, says a University of Alberta researcher.

Dr. Brian Chatterton, one of the world's leading experts on trilobites and a professor in the U of A Faculty of Science, reports on the discovery of the only known complete specimen of a particular trilobite in this week's edition of *Science*.

Trilobites were among the most active animals in the sea—they ran around the sea floor and occasionally burrowed in the sediment or swam around. They had eyes similar to those of their modern-day relatives in the insect world, but they also had antennae, making it possible to see and touch the world around them.

Chatterton was recently contacted by Richard Fortey of the Natural History Museum in London after a commercial dealer offered the specimen—phacopoid trilobite *Erbenochile*—for sale. Fortey turned to Chatterton to learn exactly what and how rare the specimen was. They soon discovered that its several exaggerated and unique features made it of "more than normal interest" to paleontologists.

Unlike other trilobites, this specimen has eyes that stand up like twin towers or have extensions of their palpebral lobes that stretch outward above the eye.

"These lobes would have acted like a lens shade on a camera or a baseball hat brim on humans. They prevented unwanted light from entering the lenses that would otherwise bounce around and cause

a fuzziness in the image seen by the trilobite animal," said Chatterton. "These trilobites lived at a time, 395 million years ago, when large predatory fishes capable of crushing shelled animals were becoming common for the first time, and perhaps acute vision allowed these trilobites to escape or hide from being eaten."

Despite some suggestion that the species was nocturnal, this finding provides evidence that the trilobite may have been most active during daylight hours. Distinct and unusual features such

as these seldom appear in evolution as random occurrences without offering some practical use, said Chatterton.

Because most of our knowledge of the world at the time of this trilobite is based on the fossils preserved on what was once the sea floor of the ancient continental shelves, this interesting new discovery helps us understand how some animals lived centuries ago.

The fossil, discovered in Morocco, was purchased by Fortey and is now part of London's Natural History Museum collection. ■

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 395 million years ago, when
 large predatory fishes capable
 of crushing shelled animals
 were becoming common for
 the first time, and perhaps
 acute vision allowed these
 trilobites to escape or hide
 from being eaten.

— Dr. Brian Chatterton

Senate honours volunteers

By Stephen Osadetz

When Kowlasar Misir first came to the Canada from Guyana in 2001 to pursue graduate studies in chemistry at the University of Alberta, he was completely overwhelmed by his experiences in this new country. At one point, he began to question why he had even made the move, until one volunteer at the U of A International Centre offered a helping hand and reversed his outlook, making him feel more at home.

"She seemed like a goddess to me," said Misir, speaking at a ceremony held by the U of A Senate to recognize volunteers from across campus. "[Her help] made me place a greater value on volunteering and made me resolve to do as much as I could during my short time here."

Misir has already spent two years volunteering with the Outreach Program of the U of A Faculty of Graduate Studies and Research, which is headed by Dr. Renee Polziehn. One of hundreds of groups and individuals recognized at the Senate's event, the Outreach Program takes Misir to high schools across the city, where he judges science fair presentations and gives classroom presentations.

The Outreach Program, which includes

493 volunteers, has teamed up with W.P. Wagner High School to create the FIRST program, which stands for Focus in Research, Science and Technology. The program gives high school students intensive study in science, which includes working with U of A graduate students in a variety of different ways, from mentoring to career counseling.

Largely due to the FIRST program and the involvement of the U of A Outreach Program, the number of students going from W.P. Wagner into university has increased 50 per cent from the previous year, said John Beaton, principal of the school.

"These graduate students—I can't express how they've changed the lives of the students they work with at our school...In one night, a volunteer can change a student's life," Beaton said.

In November, the Graduate Outreach Program will receive the Excellence in Science and Technology Public Awareness Prize at ASTech (Alberta Science and Technology) Awards in Calgary for its work in bridging the gap between the U of A and the greater community it serves.

It is this same excellence that the U of A Senate recognized on Monday afternoon.



(left to right) Dave Devin, head of science at W.P. Wagner and co-ordinator of FIRST, with Kowlasar Misir, Dr. Renee Polziehn, and John Beaton

This was the third year that the senate put on a ceremony for the university's volunteers, and since last year, the number of hours that those volunteers accounted for has doubled to 76,635. These hours count for a wide variety of activities—everything from groups as large as the Graduate Outreach Program to individuals who put their time in at the Edmonton Folk Music Festival.

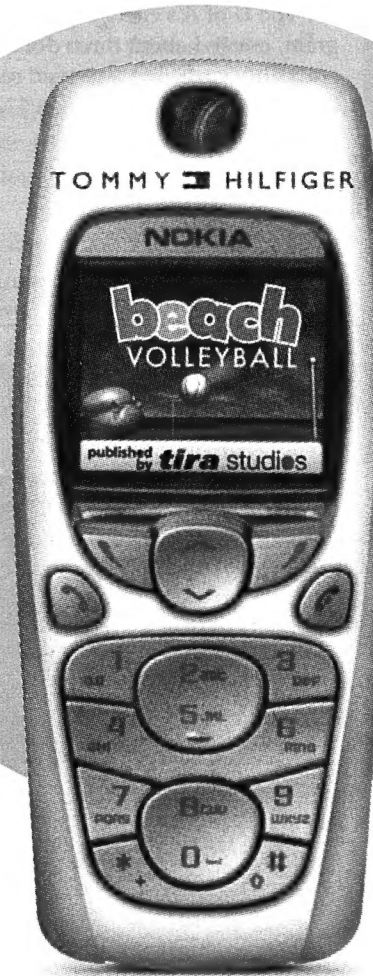
According to Sandra Kereliuk, the

executive officer for the U of A Office of the Senate, these awards show a side of campus that doesn't get the attention it deserves.

"We hear so much about our excellence in teaching and our excellence in research, but there's not much attention given to community service. This gives you a really good snapshot of the huge depth and breadth of the activities people at the university are involved in." ■

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EDMONTON

Eaton Centre
421-4540

West Edmonton Mall Phase II
(by skating rink)
413-9855

West Edmonton Mall Phase III
(by London Drugs)
443-3022

13650 - 50 St.
(inside Costco)
993-5188

12450 - 149 Ave.
(inside Costco)
907-0330

3170 - 50 St.
(inside Costco)
909-4544

12924 - 97 St.
473-2355

10176 - 109 St.
(Downtown)
426-2355

10013 - 170 St.
408-8917

10608 - 170 St.
489-2255

12302 Stony Plain Rd.
488-6622

South Edmonton Common
485-9812

South Edmonton Common
(inside Superstore)
701-3355

Southgate Centre
434-5620

6558 - 28 Ave.
440-2812

83 St. & Argyle Rd.
465-5271

9128 - 51 Ave.
438-5114

6031 - 103 St.
438-2355

Capilano Mall
(outside entrance by Safeway)
450-6880

FORT MCMURRAY

Peter Pond Mall
9713 Hardin St.
714-6150

GRANDE PRAIRIE

Prairie Mall
11801 - 100 St.
513-2355

LEDUC

Leduc Town Square
6108 - 50 St.
986-0986

SHERWOOD PARK

993 Fir St.
417-2355

ST. ALBERT

Inglewood Town Centre
419-2355

«WIRELESSWAVE»



If the lights are on and nobody's home...

It means we're wasting more than \$400,000 each year

By Richard Cairney

Ever walk around campus at night and wonder why the lights are burning bright in empty classrooms, offices and study areas? Ever come into your office on a weekend to find every light bulb on the floor still switched on? The University of Alberta is starting a new awareness program that will gently persuade people who leave lights on to please turn them off.

Geoff Hurly, associate director of operations and energy management, says the new Lights Off program should save the university about \$400,000 a year in utility bills – 10 per cent of the annual \$4 million it costs just to keep lights on.

The program is using building services staff to find rooms where lights have been left on unnecessarily.

"In the past couple of weeks we've had building services staff reporting to us on rooms where lights are being left on," said Hurly.

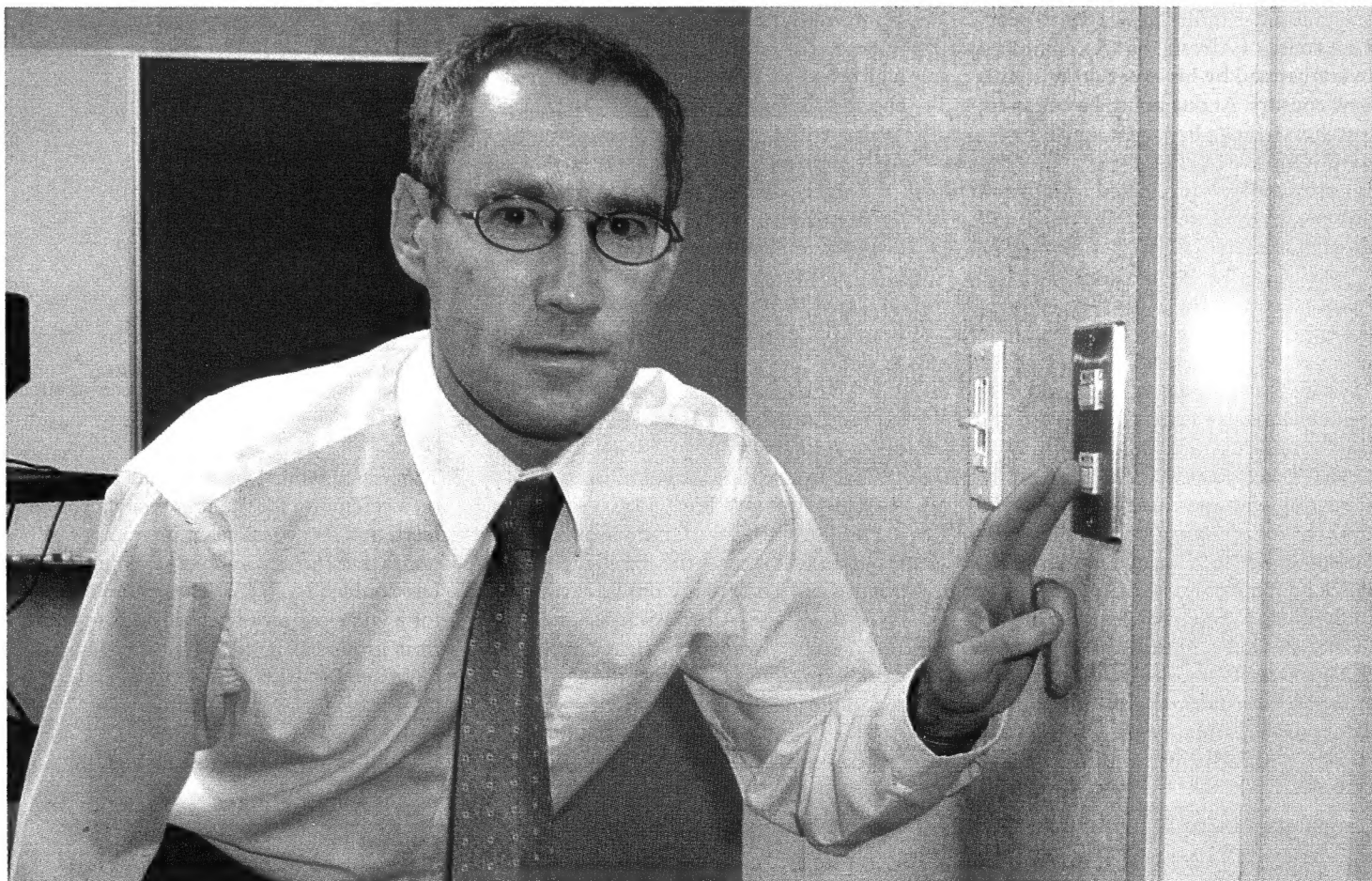
A cursory review reveals some interesting findings: in the Biological Sciences Building it appears lights have been left on in only a small percentage of the rooms; in the Agriculture Forestry Building, a greater percentage is indicated.

Nevertheless, this information will be put to good use. In about six weeks the building services staff will repeat the exercise to assess the impact of the awareness program encouraging people to turn lights off when they leave a room.

Hurly's office will look into reasons why some areas don't begin to participate in the program.

"We'll go and talk to the people who are occupying the space to see what's going on. It may be a security issue, with one person working at the end of a hallway, and you don't want to leave them working alone there in the dark," he said.

When the City of Edmonton kicks off its Energy Awareness Week next month, the university will distribute pamphlets to spread the word about energy conservation. The program will also encourage faculty and staff



Geoff Hurly, associate director of operations and energy management, says that by turning our lights off for just two more hours per day the university can save about \$400,000 a year in energy costs.

to turn computers off at the end of each day. And stickers will be placed on light switches across campus to remind people to turn lights off when they leave the room. A similar program previously operated on campus, says Hurly, adding that the time has come to again remind people to conserve energy. Some light switches have stickers from the old campaign but in some cases, the switches themselves have been disabled, making it impossible to comply. In those cases, Hurly suspects, switches may have been deactivated for safety or security reasons.

Hurly stressed that whenever lights are turned off, it makes a difference. "We're not

just asking people to turn their lights off at the end of the day, as that is already expected," Hurly said. "We are also asking them to turn the lights off when they go to a meeting or just step out for a coffee. And if you have a window in your office, we're asking people to take advantage of natural light.

"We estimate that if we can convince people to turn their lights off for two hours a day campus wide, it could result in savings of \$400,000 a year."

The U of A's energy management program, created about three decades ago to cut utility costs, has a proven record, saving the university more than \$12 million in

energy expenses a year. Since its inception, it has saved the university \$139 million by raising conservation awareness and by bringing in new technology to help reduce energy consumption.

Besides saving money, the program helps the environment. In its 30 years, it is estimated to have reduced air emissions by 1.65 million metric tonnes of carbon dioxide, 2,000 tonnes of nitrogen oxide, and 1,500 tonnes of sulphur dioxide.

More information about the University of Alberta's energy management program is available by clicking on 'energy management' at www.ualberta.ca/Facilities.

Scientists "solve" pesky protein

But putting new discovery to work may be just as tricky

By Ryan Smith

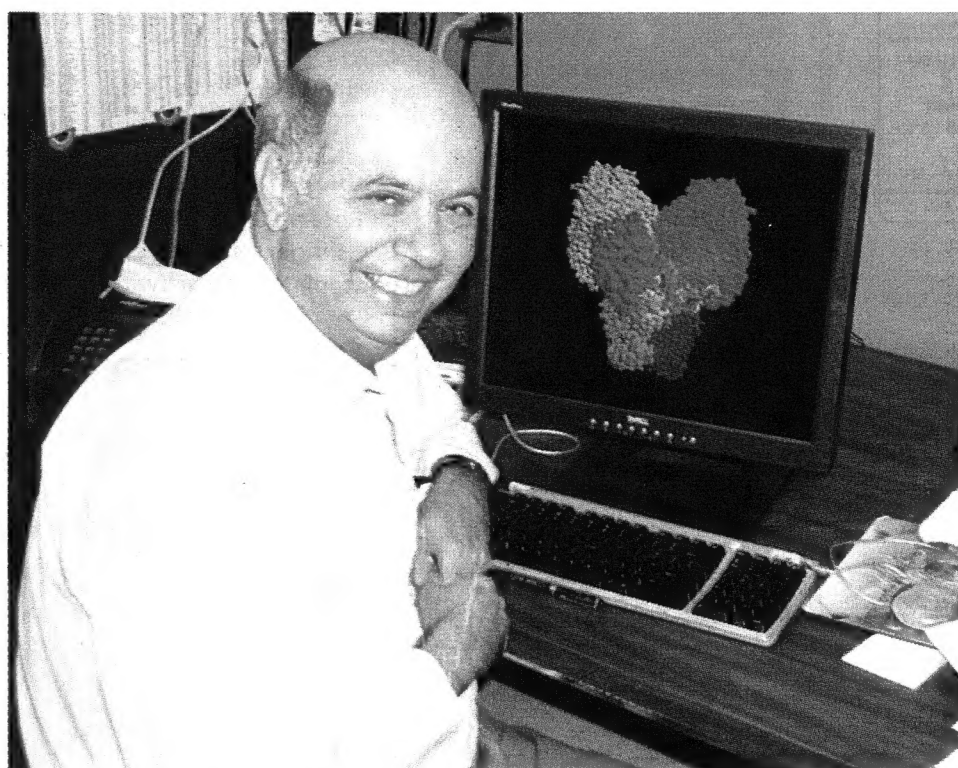
Dr. Joel Weiner, working with an international team of researchers, has determined the structure and function of a membrane protein that occurs in the E. coli bacterium. It is one of only a handful of membrane proteins, and the first in Canada, whose structure has been "solved", said Weiner, a biochemistry professor and the associate dean of the University of Alberta Faculty of Medicine and Dentistry.

The research results are published in the current edition of *Nature Structural Biology*.

Researchers have long known that nitrate reductase A, the membrane protein Weiner and his collaborators have solved the structure of, affects processes in agriculture and human biology. It promotes the de-nitrification of soil, the loss of nature's fertilizer, and serves a role in energy conservation.

"If this protein didn't exist we could potentially save billions of dollars in fertilizer every year," Weiner said. And because many neuromuscular diseases in humans result from defects in proteins of this type, understanding how this type of protein works is essential in treating or preventing them.

Researchers now have "a picture of what happens in this protein and how it works," Weiner said, adding that this knowledge may lead to the development of treatments or cures for problems associated with this and similar proteins. However, he



Dr. Joel Weiner and his colleagues have "solved" an important protein.

cautioned that the problems are complex, and the development of a nitrate reductase A inhibitor to reduce soil de-nitrification, for example, may upset the balance of our ecosystem and cause more problems than it solves.

It has taken more than three years, 25

researchers, and \$1 million to uncover the secrets of nitrate reductase A, Weiner said, adding that it is easier to understand the structure and function of soluble proteins than membrane proteins, because membrane proteins are partially buried within cell membranes and more difficult to crystallize.

The process to solve the structure of reductase nitrate A included growing billions of bacteria cells and

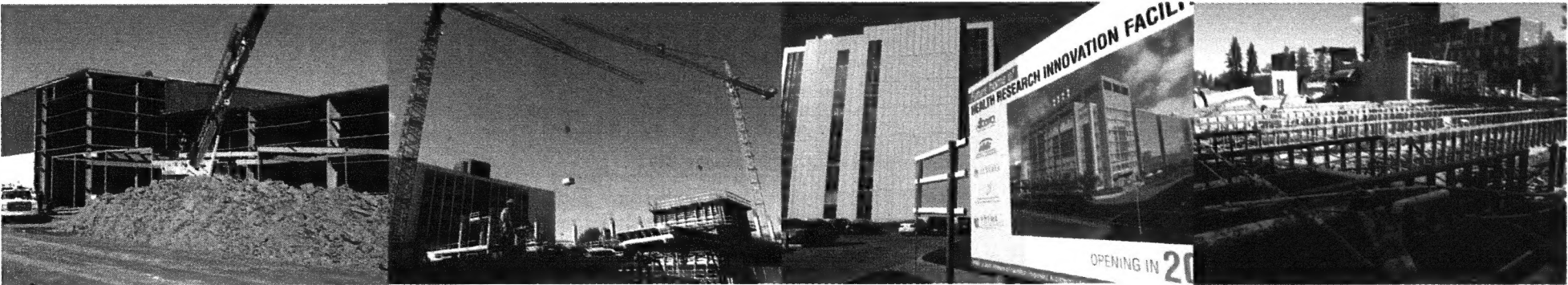
then extracting, purifying, and crystallizing the protein. Researchers then used a Synchrotron machine and "a whole lot" of computer power to create a map of the protein structure.

"It is very expensive research to conduct,"

Weiner said. "This is one of the reasons very few membrane proteins have been solved, especially in Canada. We have the knowledge, the capability, and the expertise here, but we just can't afford to do it."

Weiner and his research team, which includes two other principal investigators, Dr. Natalie Strynadka of the University of British Columbia and Dr. Francis Blasco of the Centre National de la Recherche Scientifique in France, received funding from the Canadian Institutes for Health Research, but the main source of funding came from the Human Frontier Science Program. The group is now also supported by the U.S. National Institutes of Health.

"We're very excited by the advances we've made," Weiner said. "We've learned so much, and what we have learned will enable us to solve the structure of more proteins in the coming years."



Everywhere you go on camous, new buildings are going up. Above, L - R: The Saville Sports Centre, the Markin/CNRL Natural Resources Engineering Facility, the Health Research Innovation Facility and the National Institute for Nanotechnology.

Campus construction running red hot

Ongoing projects total \$360 million; nearly \$500 million more in the works

By Richard Cairney

If you left the University of Alberta campus today and didn't return for another four years, you might not recognize the place. For starters, most of the construction crews you see on campus would be gone. Where cranes appear today, you'd find new teaching and research facilities, with a cumulative estimated price tag that exceeds \$360 million – and that doesn't include the \$108 million the City of Edmonton is spending on the extension of its LRT line, bringing the train to ground level and building a new station on 114 Street.

If you're having a hard time keeping up with the campus construction boom, this reference guide will make you an expert on the bricks and mortar of our new facilities.

1 HEALTH RESEARCH INNOVATION FACILITY (HRIF)

Location: Two buildings; Phase I on the existing Newton Research Building site and Phase II east of the Heritage Medical Research Centre on the parking lot site.

Size: 65,000 sq. m.; seven stories above grade and functional basement

Purpose: Medical health research.

Cost: Estimated \$165 million

Funding sources: Research Grants and Donations

Completion Date: Phase I June, 2006; Phase II April, 2007

2 NATIONAL INSTITUTE FOR NANOTECHNOLOGY (NINT)

Location: At the Temporary Labs site, north of Mechanical Engineering

Size: 21,000 sq. m.

Purpose: Canada's national nanotechnology research and training centre.

Cost: Estimated \$52 million

Funding Sources: Funded jointly by the Government of Canada, National Research Council, the Province of Alberta and the U of A

Completion Date: August, 2005

3 MARKIN/CNRL NATURAL RESOURCES ENGINEERING FACILITY (NREF)

Location: At the T. Blench Hydraulics Lab Site between General Services Building and ECERF/ETLC, on 116 Street.

Size: 30,000 sq. m.; seven storeys above grade and two floors below grade. Pedways will connect to the engineering complex and the General Services Building.

Purpose: Will enable the faculty to assume a leading role internationally in support of the energy and natural resources sectors.

Cost: Estimated \$65 million

Funding Sources: Private donations, research grants, Faculty of Engineering

Completion Date: December, 2004

4 EAST CAMPUS VILLAGE

Location: At the corner of 111 Street and 88 Ave., east of the Faculty of Law building.

Size: Six storeys, 157 student rooms with

kitchens and lounges in each living unit; three guest suites, meeting rooms and administration space for the Housing offices.

Purpose: Student housing

Cost: Estimated \$10 million

Funding Sources: Financed

Completion Date: August, 2004

5 SAVILLE SPORTS CENTRE

Location: South Campus; south of Foote Field on 115 Street (not shown on map)

Size: 11,571 sq. m.; single story

Purpose: Tennis centre, curling, and gymnasium space

Cost: Estimated \$7 million

Funding Sources: Private donations, Faculty of Physical Education and Recreation

Completion Date: December, 2003

6 LEDCOR CLINICAL TRAINING CENTRE AND ZEIDLER FAMILY GASTROINTESTINAL HEALTH AND RESEARCH CENTRE

Location: East of the Walter Mackenzie Centre

Size: 2,430 sq. m.; three storeys above grade and one basement level.

Purpose: Consolidation of Gastroenterology, and provide space for clinical training facilities for the Health Sciences.

Cost: \$6.8 million

Funding Sources: Private donation, research grants

Completion Date: Fall, 2004

7 WINDSOR CAR PARK EXPANSION

Location: North of Windsor Car Park, 116 Street and 92 Ave.

Size: 600 additional parking stalls

Purpose: Increase parking in this area of campus

Cost: Estimated \$8.25 million

Funding Sources: Financed

Completion Date: October, 2003

8 SCHÄFFER HALL

Location: Corner of 87 Ave. and 117 Street

Size: 12 storeys, 412 student units, conference facilities and guest suites

Purpose: Student housing

Cost: \$22 million

Funding Sources: Financed

Completion Date: Completed August, 2003

9 BOILER AND STACK – UTILITIES EXPANSION PHASE 1A

Location: Next to the existing stack

Size: 150,000 kg/hr

Purpose: To provide steam for heating needs

Cost: Estimated \$14 million

Funding Sources: Province of Alberta

Completion Date: Winter, 2003

10 THERMAL ENERGY STORAGE TANK - UTILITIES EXPANSION PHASE 1B

Location: South of the Phillips Services Building

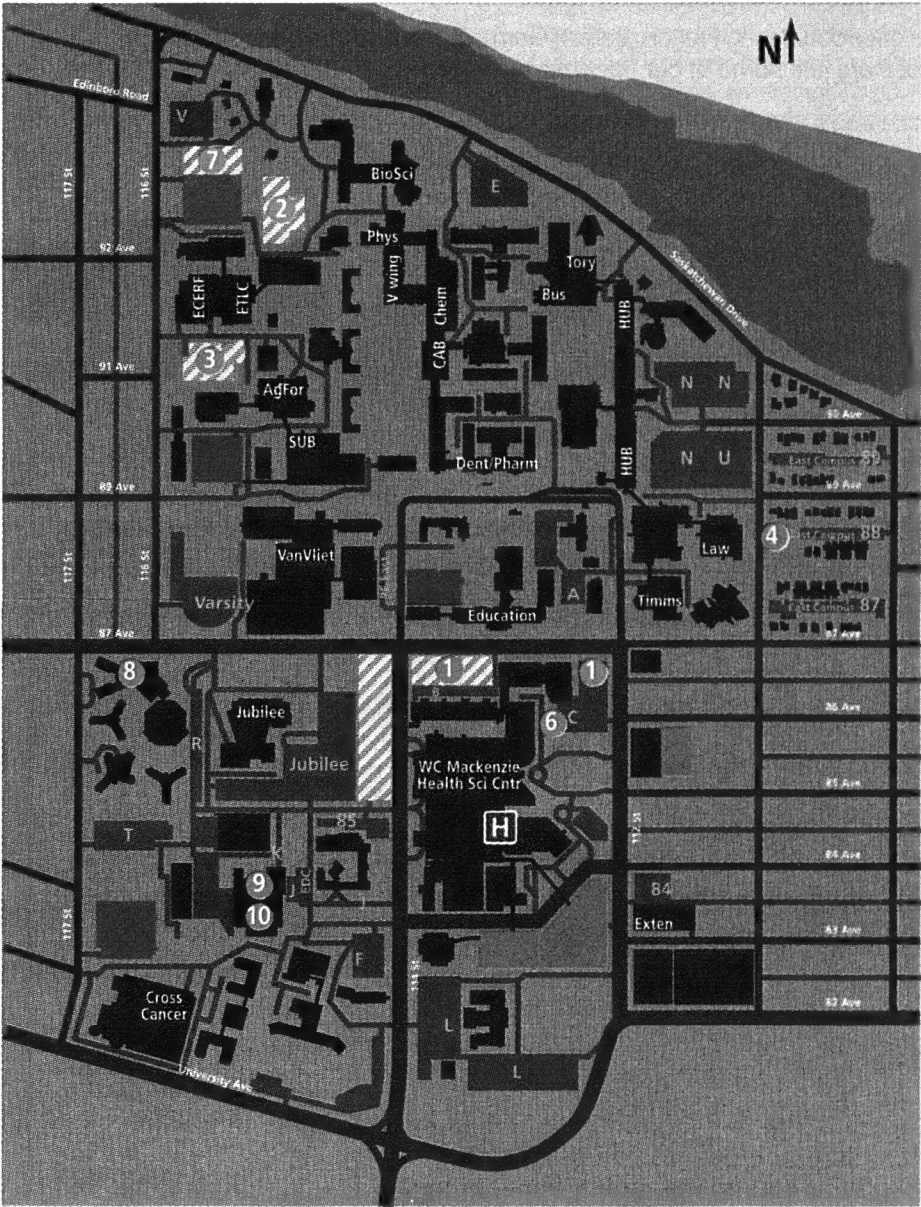
Size: 150 feet diameter by 55 feet high

Purpose: Provide chilled water for air conditioning needs

Cost: \$10.5 million

Funding Sources: Province of Alberta

Completion Date: Summer, 2005



PROJECTS IN PLANNING AND/OR DESIGN

CENTENNIAL CENTRE FOR INTERDISCIPLINARY SCIENCE (CCIS) – PHASE 1

Location: Courtyard south of the Biological Sciences Building

Size: 4,400 sq. m., two storey basement structure

Purpose: Consolidation of key research initiatives, and new space for office and research to support growth resulting from federal and provincial funding programs.

Cost: \$17 million

Funding Sources: Research grants

Completion Date: Phase I Fall, 2005

HEALTH SCIENCES LEARNING CENTRE (HSLC)

Location: To be determined

Size: Estimated 150,000 sq. m.

Purpose: Will provide space for increase in students, faculty, support staff, and research, as well as space for outpatient care, teaching facilities and clinics for patient care.

Cost: Estimated \$450 million

Funding Sources: Proposed joint venture with the CHA

Completion Date: To be determined

AGRI-FOOD DISCOVERY PLACE

Location: South campus, specific site to be determined

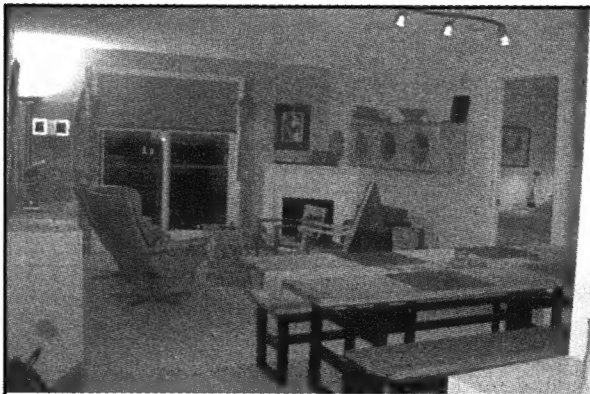
Size: To be determined

Purpose: A facility unique in Western Canada, to provide for safety and processing research in meat, grain and dairy

Cost: Estimated \$13 million

Funding Sources: Research grants, donations

Completion Date: Summer, 2005



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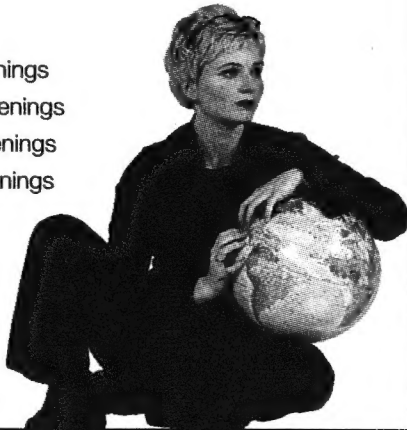
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- Basic Spanish Module 2 – Wed., Oct. 29, 7 evenings
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Spinning into random knowledge

By Phoebe Dey

A math professor is leading a University of Alberta spinoff company that uses home-grown technology to help prevent money laundering, insider trading, fraud, and other problems that plague financial institutions and network administrators.

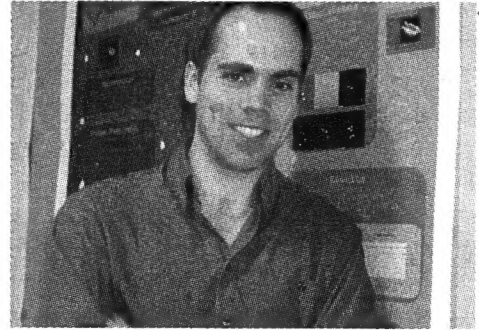
Dr. Michael Kouritzin, a professor in the U of A Department of Mathematical and Statistical Sciences, said his company, Random Knowledge, was formed to commercialize the intellectual property and research created through the Prediction in Interacting Systems Centre of Excellence (PINTS) at the U of A.

The company leverages its filtering technology in areas where incomplete information requires effective solutions – fraud detection, network security, and investing are three fields being targeted currently. Their products are designed to take the guesswork and human error out of the decision-making process.

"If you imagine a sea of data, most of that data is normal or not harmful, but hidden in there are malicious computer calls," Kouritzin said. "We use a filtering theory to try to model the mindset of the hacker or scanner to detect those vulnerabilities."

Criminal organizations are continually improving their laundering techniques to hide illegal funds from authorities, and that's where Random Knowledge fits in. The company is developing a money laundering and insider trading detection product and is also working on Hack-Off, a program that focuses on finding aberrant behaviour on a computer system.

"The quality of the solution is important to us," said Jarett Hailes, operation manager of the company. "We think we can catch more stealthy stuff that goes undetected. We want to pick up stuff that the human eye can't see."



Dr. Michael Kouritzin's company will help investors and protect computer networks from hackers.

"There are reasons why we target these areas – they are societal problems that most people can understand and that can be reasonably solved," he said.

Hack-Off ensures that network administrators are only alerted when there is a high likelihood of an attack, rather than being inundated with false alarms. The software will also prevent hackers from being able to work around existing detection system rules. The United States Army has hired Random Knowledge to provide data analysis using Hack-Off's scanning features.

The company has also developed a portfolio strategy program called Market Magic, which is designed to provide high returns on investments, with less total risk. Using statistical information and algorithmic technology, the product allows a gut-check on the conditions of the market without being ruled by emotions, Hailes said.

Through PINTS, formed from the national Mathematics of Information Technology and Complex Systems Centres of Excellence Program, the company's statistical algorithms have already been applied by companies across the country.

Random Knowledge recently received an Alberta Ingenuity Fund grant to continue the development of their products. ■

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talks & events

Submit talks and events to Cora Doucette by 9 a.m. one week prior to publication. **Folio Talks and Events listings will no longer accept submissions via fax, mail, e-mail or phone.**
Please enter events you'd like to appear in Folio and on ExpressNews at: <http://www.expressnews.ualberta.ca/ualberta/L2.cfm?c=10>

UNTIL SEP 27 2003

Studio Theatre Taking Sides by Ronald Harwood. A play about the De-nazification Tribunal for the questioning of world-renowned conductor, Wilhelm Furtwangler. Evening shows: 8:00 p.m. Matinee: Sept. 25, 12:30 p.m. Call 492-2495 for tickets and information. Location: Timms Centre for the Arts. Running Sept. 18, 2003 to Sept. 27, 2003

UNTIL SEP 30 2003

WIN BIG Event sponsored by HUB Mall. All full-time U of A students are invited to 'WIN BIG' at HUB Mall! During this always popular promotion, students can win prizes that include 1 of 2 \$750.00 tuition vouchers, a textbook voucher, a 'spa day package', lunch for the term and a Coca-Cola 'party pack', ETS passes or two months free parking...and more! Limit of two entry forms per person; drop off at #209, HUB Mall Administration Office. Contest closes on September 30th, 2003, at 3:00 p.m. sharp. Call 492-2241 for more details. Location: HUB Mall and campus wide. Running Sept. 15/03 to Sept. 30/03.

UNTIL OCT 04 2003

Department of Art and Design Cycles: Akiko Taniguchi. This exhibition presents the work of Akiko Taniguchi, visiting artist in Printmaking. Regular Gallery hours are Tuesday to Friday, 10:00 a.m. to 5:00 p.m., and Saturday, 2:00 p.m. to 5:00 p.m. Location: Fine Arts Building Gallery, rm. 1-1 Fine Arts Building.

UNTIL OCT 04 2003

Department of Art and Design Rogue Constructions: Quentin Maki. This Exhibition is the final visual presentation for the degree of Master of Fine Arts in Painting. Regular Gallery hours are Tuesday to Friday, 10:00 a.m. to 5:00 p.m., and Saturday, 2:00 p.m. to 5:00 p.m. Location: Fine Arts Building Gallery, rm. 1-1 Fine Arts Building.

UNTIL OCT 31 2003

Department of Human Ecology 1950s Retrospective Exhibit. 1950s Retrospective is an exhibit created by students from Human Ecology and Art & Design. It includes clothing and household furnishings from the 1950s. Hours: Monday - Friday 8 - 8, Saturday 8 - 4, Sunday 12 - 4. No Admission. Location: Human Ecology Lobby Gallery, Human Ecology Building.

SEP 26 2003

Biological Sciences Department of Biological Sciences Biology 631 Seminar in Ecology. Dennis Gignac, Adjunct Professor with the Department of Biological Sciences presents a seminar on "Evaluating General Circulation Models for past climates in North America." 12:00 noon in Room M-149, Biological Sciences Building. Website: <http://www.biology.ualberta.ca/courses/biol642/>

Bottom of the Barrel: Africa's Oil Boom and the Poor Ian Gary, Strategic Issues Advisor, Catholic Relief Services (USA). Sub-Saharan Africa is in the middle of an oil boom, with foreign companies -- including Canadian companies such as EnCana, Talisman and others -- set to invest US\$ 50 billion in Africa's oil fields by the end of the decade. African governments, in turn, are set to receive over US \$200 billion in revenues. What will this bonanza mean for ordinary Africans? How can outside actors -- such as oil companies, Northern governments, the World Bank and International Monetary Fund (IMF) -- contribute to policy changes to help ensure that this windfall will foster concrete improvements in the lives of the poor rather than increasing corruption and conflict? Ian Gary is the co-author of the Catholic Relief Services (USA) report on Africa's oil boom, <http://www.catholicrelief.org/africanoil.cfm>, the result of a year-long research project. 7:30 p.m. Location: Education South 129.

Research Services Office Q&A Session with CIHR Representatives for Research Grant and Account Administrators. 9:00 - 11:50 a.m. Location: Medical Sciences 5-10. Website: http://www.rso.ualberta.ca/news/news_events_highlights.htm

Research Services Office Q&A Session with SSHRC Representatives for Research Grant and Account Administrators. 9:00 - 11:50 a.m. Location: Business B-9. Website: http://www.rso.ualberta.ca/news/news_events_highlights.htm

Research Services Office Q&A Session with NSERC Representatives for Research Grant and Account Administrators. 9:00 - 11:50 a.m. Location: Bio Sci CW 410. Website: http://www.rso.ualberta.ca/news/news_events_highlights.htm

Department of Music Sonal Mansingh in Performance, presented by the Indian Students Association. Admission: \$15members, \$10 non-members. 6:00 p.m. Convocation Hall, Arts Building, University of Alberta. For information, call 435-0937 or 441-3845

SEP 27 2003

Career and Placement Services (CaPS) Health Sciences Career Fair. Health related organizations come to the U of A campus to meet and recruit students and alumni from health sciences. Time: 10 a.m. - 4 p.m.; Admission is free. Location: Education Gym South. Website: www.ualberta.ca/caps

Department of Music New Music Series. BEAMS. Electroacoustic and improvisation. Studio 27, Fine Arts Building Admission: TBA. For more information, please contact BEAMS at info@beams.ca 8:00 p.m.

SEP 28 2003

Canadian Centre for Austrian and Central European Studies Solaris Revisited. Science fiction lovers, deep thinkers and futurologists are invited to a free screening and public discussion at the University of Alberta. The subject: Stanislaw Lem, author of Solaris and other landmark science fiction texts. - Enjoy a free screening (2 - 5 p.m.) of Andrei Tarkovsky's Solaris -- the classic 1972 adaptation of Lem's novel. - Join leading Lem scholars from around the world for a free discussion/Q and A session (5 - 6 p.m.) covering all aspects of Lem's life and art. Reception to follow. No specialized knowledge is necessary; everyone is welcome! Location: Telus Centre Auditorium. Website: www.arts.ualberta.ca/CCAUCES

SEP 29 2003

Depts. of Earth & Atmospheric Sciences & Biological Sciences Seminar. Erin Bayne, PhD Department of Biological Sciences University of Alberta. "Using GIS to Design Ecological Studies: An example Using Boreal Songbird Responses to Forest Dissection." Location: 3-36 Tory Bldg. 12:00 - 1:00 p.m.

Philosophy Department Professor Paul Teller, Department of Philosophy, University of California, Davis, "De-Idealizing Truth." 3:30 p.m. Location Tory Breezeway 2.

General Faculties Council General Faculties Council Meeting. New Business: Terms of Reference for the GFC Academic Planning Committee (APC), the GFC Facilities Development Committee (FDC) and the GFC Committee on Admissions, Academic Standing and Transfer (CAAST): Proposed Changes; United Way Campaign: Oral Update; University Budget Presentation: 2004/05 Preliminary Forecast-Information Session; Standardized Course Outline Supplement/Proposed Changes to Section 61.6 (Marking and Grading Guidelines) of the GFC Policy Manual and to Section 23.4

(Evaluation Procedures and Grading System) of the University Calendar: Recommendation of the GFC CAAST; Ad Hoc Calendar Review Committee Inerim Report: For Information. Location: Council Chamber, University Hall. 2:00 p.m.

University Teaching Services 1. Bringing Your Class on Board: Applying the Letter Grading System (E). You are part of history. On September 1st, 2003 the University of Alberta moved to a letter grading system. This session informs you of the principles and specifics of the new grading system to assist you with its implementation. Presenter: Brian Nielsen, Physical Education and Recreation. Time: 3:00 - 4:30 p.m. Location: CAB 235. Website: www.ualberta.ca/~uts/

SEP 30 2003

MLCS and the Comparative Literature Programme Translations I Have Loved and Loathed: a mini-conference to celebrate International Translation Day. Tuesday, September 30, is International Translation Day, and we're celebrating with a variety of events: a translation pedagogy workshop, a roundtable discussion, and panels. Takes place in the Senate Chamber on the third floor of the (Old) Arts Building from 10 a.m. to 6 p.m. Location: Senate Chamber, Arts Building. Website: <http://members.shaw.ca/vhenitiuk/>

University Teaching Services 2. Teaching Critical Thinking in Large Classes and Thinking Critically About Teaching Large Classes (I). The value of critical thinking in the academy is as well-established as are the difficulties teaching it in large classes. An instructor, a teaching assistant, and two students will share their experiences with a 140-student first-year course that teaches critical thinking. We hope that the pragmatic specifics of this class will launch a much wider inquiry into the relationships among critical thinking, knowledge, teaching, pedagogical space and discourses, disciplinary, and institutional regulation and potential. Presenters: Doug Aoki, Rebecca Edwards, Randy Pavelich, and Erin Stepney, Sociology. Time: 3:30 - 5:00 p.m. Location: CAB 243. Website: www.ualberta.ca/~uts/

Dept. of Political Science Dept. of Political Science Speakers' Series "Telecommunications Reform in Mexico: Crossroads in a New Regime" Ana Luz Ruelas Monjardin, Universidad Autonoma de Sinaloa, Mexico. 3:30 p.m. Location: Tory 10-4. Website: <http://www.uofaweb.ualberta.ca/polisci/nav02.cfm?nav02=13041&nav01=12991&>

Depts. of Earth & Atmospheric Sciences & Biological Sciences Seminar. Erin Bayne, PhD Department

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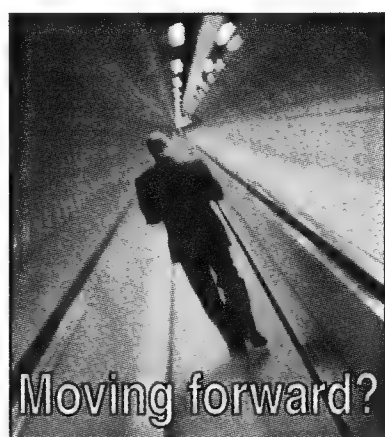
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of Biological Sciences University of Alberta. "Ecological thresholds: What are they and how should we use them in EIA?" Location: 3-36 Tory Bldg. 12:00 - 1:00 p.m.

International Institute for Qualitative Methodology Research Methodology Lecture Series. "Navigating Researcher-Decision Maker Relationships." Dr. Karen Golden-Biddle, Faculty of Business, University of Alberta. Time: 12 Noon-1:00 p.m. Location: 6-10 University Extension Centre, 8303-112 Street. Website: <http://www.ualberta.ca/~iiqm/>

OCT 01 2003

Department of Public Health Sciences PHS Colloquium & Grand Rounds. Dr Steve Newman, Professor, will be speaking on "A Test-Retest Study of Psychological Symptoms and Social Adjustment Following Parasuicide." 12:00 noon to 12:50 p.m. Location: Room 2-117, Clinical Sciences Building. Website: www.phs.ualberta.ca

Feeding Ten Billion: Is Agriculture Up To The Challenge? The first annual Bentley Lecture in Sustainable Agriculture. Dr. Vaclav Smil, Distinguished Professor at the University of Manitoba and Fellow of the Royal Society of Canada (Science Academy), will present a lecture entitled "Feeding Ten Billion: Is Agriculture Up To The Challenge?" The Bentley Lecture is free and open to the public. Time: 4:00 p.m., followed by reception. RSVP to Judy Jacobs at: judy.jacobs@ualberta.ca Location: 1-001 Engineering Teaching Learning Complex. Website: <http://www.rr.ualberta.ca>

University Teaching Services 3. Listening and Learning: The Critical Link (I). Listening is the most basic of language skills and is crucial for meaningful oral communication. This session investigates a model of listening that can be used as a framework for educators to improve their listening skills and thus enhance student learning. Presenter: Sharon Bond-Moore, Rehabilitation Medicine. Time: 3:00 - 4:30 p.m. Location: CAB 265. Website: www.ualberta.ca/~uts

Study Abroad Fair Join us for the annual UoFA Study Abroad Fair on the main floor of SUB from 10 a.m. to 3:00 p.m. This opportunity informs students on campus about the exciting study abroad opportunities available to them. SUB will be transformed into a high-energy international extravaganza. Booths staffed by previous and current exchange students will motivate and inspire students to study abroad. Location: SUB.

OCT 02 2003

Centre for International Business Studies Luncheon seminar by John C. Poon, Executive Director and Group Chief Financial Officer of Esprit Holdings Ltd. Ticket prices range from \$25 for students to \$35. Event takes place at the Sheraton Grande Hotel from 12:00-1:15, registration at 11:45. To purchase tickets and for further information, contact Peterson Dy at 492-6316, by fax at 492-4631, or by e-mail: peterson.dy@ualberta.ca Location: Sheraton Grande Hotel.

Dept. of Chemistry Department of Chemistry Visiting Speaker Lecture presented by Prof. Wilfred van der Donk, Dept. of Chemistry, University of Illinois at Urbana Champaign, Urbana, Illinois, USA. "Chemical and Enzymatic Studies on Lanthionine Formation." 1:00 p.m. Location: E3-25, Gunning/Lemieux Chemistry Centre.

Dept. of History and Classics "Saints and Postmodernism: Encountering the Wretched of the Earth in Medieval Religious Literature." This talk by Dr. John Kitchen will be at 3:30 p.m. Location: Humanities Centre, 4-29.

Environmental Research and Studies Centre Climate Change: Adaptation, Impacts and Vulnerabilities. "Living Under One Sky: An Earth System Perspective on Climate Change, Adaptation, and Evolution." Dr. Andrew Bush, Earth and Atmospheric Sciences, UoFA. Location: Dentistry Pharmacy 2022. From 4:30 p.m. to 5:30 p.m. Website: www.ualberta.ca/ERSC/2003/index.htm

University Teaching Services Preparing for Successful Lectures (C). When planning a lecture, we often spend most of our time preparing the content; as a result, lectures from knowledgeable people are not always successful. This session presents approaches to make presentations effective and efficient, in terms of our time and the time of the students, by using approaches to preparation that make us ready to teach rather than just to inform. Presenter: David Cook, Studies in Medical Education. Time: 3:30 - 5:00 p.m. Location: CAB 265. Website: www.ualberta.ca/~uts

OCT 03 2003

Canadian Institute of Ukrainian Studies Lecture and book presentation. Yuri Ischenko (Archbishop Ihor of Kharkiv)

and Poltava, (Ukrainian Autocephalous Orthodox Church), Department of the History Ukrainian Literature, Kharkiv National University, will give a talk on "The Apostolic Mission of the Church and the Social Service of Orthodox Communities in Ukraine." (In Ukrainian. Lecture to be followed by a presentation of Serhii Plokhly and Frank E. Sysyn's recently-published book, "Religion and Nation in Modern Ukraine.") Location: Heritage Lounge, Athabasca Hall. 7:30 p.m. Website: <http://www.ualberta.ca/cius>

Biological Sciences Department of Biological Sciences Molecular Biology and Genetics Research Group and Genetics 605 Seminar Series. C. Mannella from Wadsworth Center, NY is presenting a seminar on "Electron tomography of mitochondria: Bio-energetic implications of inner membrane folding." 3:30 p.m. in Room M-149 of the Biological Sciences Building. Host: Frank Nargang. Website: <http://www.biology.ualberta.ca/courses/genet605/>

OCT 04 2003

Academic Support Centre Putting Together Conference Presentations & Posters. GRAD STUDENTS ONLY - must pre-register at 2-703 SUB. 1:00-3:00 p.m. Some of the topics covered: turning a paper into a conference presentation, writing a conference paper, public speaking skills & strategies, dealing with "performance anxiety" & giving an engaging Power Point presentation. Location: 2-725 SUB.

University of Alberta United Way Campaign Kick-Off The Campus United Way Campaign Kick-Off will be held in conjunction with Campus Recreation's 44th Annual Turkey Trot. The start of 4k/8k Walk/Run begins at 10:30 a.m. with the Kick-Off and Awards Ceremony at the finish line in the Butterdome at 11:30 a.m. Location: Butterdome.

UoFA On the Move Walk the Talk: Learn how every step in an easy walking program can improve your health and change your life. Join James Hill, developer of the successful "America on the Move" program, and Diane Finegood, the force making "Canada on the Move" a reality. After we "talk it up" we will "walk it up" with celebrity-led walking tours of campus. Wear comfortable shoes, don a pedometer (for sale for \$25 at the talk), and count your steps to improved health and well-being! Date: Saturday, October 4, 2003. Time: 12:30-2:00 p.m. Place: Telus Centre for Professional Development, University of Alberta (87 Ave and 111 St). Web site: www.afhe.ualberta.ca

OCT 05 2003

Folkways Alive! University of Alberta in partnership with Smithsonian Folkways Recordings presents A Gala Performance, featuring: Mahotella Queens, Quartette, Mike Seeger and Master of Ceremonies, Tommy Banks. Location: Winspear Centre for Music. 1:00 p.m. Tickets at the Winspear Centre Box Office, Telephone 428-1414. For additional information call 492-7887

Department of Music University Symphony Orchestra. Tanya Prochazka, Conductor. 8:00 p.m. Convocation Hall.

OCT 06 2003

University Teaching Services PowerPoint Texts and Pictures (S). This hands-on session reviews the basic features of PowerPoint, and provides sources for clip art and pictures that can enhance presentations and become hooks for student learning. Scanned images are also discussed. Limited computer workstations available. Presenter: Kevin Moffitt, Technology Training Centre. Time: 5:00 - 6:00 p.m. Location: Technology Training Centre (Cameron Library basement). Website: www.ualberta.ca/~uts

Dept. of Chemistry Department of Chemistry Visiting Speaker Lecture presented by Professor Mark Zabriskie, Dept. of Pharmaceutical Sciences, Oregon State University, Corvallis, Oregon, USA. "Peptide Antibiotic Biosynthesis: Precursors and Processing." 11:00 a.m. Location: V-107 Physics Wing.

Institute for Public Economics IPE Seminar. John Richards, Faculty of Business, Simon Fraser University will discuss "Aboriginal Education Off-Reserve: Time for Action." 3:30 p.m. in 8-22 HM Tory.

Prairie Centre of Excellence Looking Ahead: Canada's Immigrant Serving Sector/Post National Settlement Conference. Please join us at the Mennonite Centre for Newcomers, located at 100, 10010 - 107 Avenue (Edmonton) for the Prairie Centre's Brown Bag Lunch. The topic of this session is "Looking Ahead: Canada's Immigrant Serving Sector/Post National Settlement Conference" by Chris Friesen of the Immigrant Services Society of B.C. The presentation runs from 12-1 p.m. on Monday, October 6, 2003. Location: Mennonite

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University Teaching Services Create a Poster to Showcase Your Ideas (S). Posters are an effective medium for communicating scholarly work. This session reviews basic design principles for creating eye-catching posters. The hands-on portion involves participants in creating a poster and contains instructions on sending the finished product to

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Angela Wiens, Wed., Oct. 8, 4 evenings
- *The Scribe@Work*
Virginia Durksen, Thurs/Fri., Oct. 16, 2 days
- *Promotional Writing That Gets Results*
Bryan Frantz, Sat., Oct. 25, 2 days
- *Effective Writing for E-Learning Environments*
Katy Campbell, Thurs/Fri., Nov. 20, 2 days

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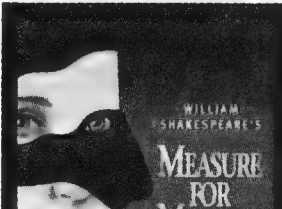
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The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPPA). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. With regard to teaching positions: All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. For complete U of A job listings visit www.hrs.ualberta.ca

ASSESSMENT LIBRARIAN UNIVERSITY OF ALBERTA LIBRARIES

The University of Alberta Libraries, with a long tradition of service excellence to the University and its communities, seek a dynamic individual to support service improvements to the libraries by co-ordinating and implementing assessment activities, and by creating a knowledge base documenting user preferences and behaviours. Reporting to the director, the assessment librarian will also compile the libraries' web newsletter, Library News, and create content for other campus media. Responsibilities may also include provision of reference services or collection management/liaison services.

The University of Alberta Library is Canada's second-largest research library, with a collection exceeding five million volumes. The library provides leadership in evidence-based practice, and is a participant in the Association of Research Libraries new measures program, in particular, the e-measures project and LibQUAL+ initiative. Visit our web site at <http://www.library.ualberta.ca>.

Although this is a new position, a portion of its responsibilities has been filled through an internal secondment. Qualifications will include an MLS degree from an accredited library school as well as a minimum of two years' relevant

experience. Previous experience with assessment tools in academic libraries is preferred. Academic background or library experience in statistical analysis and program evaluation is desirable. Applicants must also possess a strong service orientation, excellent instructional and communication skills, superior information management skills, and a commitment to co-operative solutions.

This tenure-track position is classified at the Librarian I level with a current salary range of \$41,640 - \$79,816. Librarians at the University of Alberta have academic status and participate in a generous benefits program. Closing date for the position is October 17, 2003. To apply, please mail, fax or e-mail your résumé and the names of three references to:

Karen Adams, Director of Library Services and Information Resources, Cameron Library
University of Alberta Edmonton, Alberta T6G 2J8
Fax: (780) 492 - 8302 Email: karen.adams@ualberta.ca

FACULTY OF PHYSICAL EDUCATION AND RECREATION UNIVERSITY OF ALBERTA

THREE POSITIONS IN ONE OR MORE OF THE FOLLOWING AREAS:

Sport Psychology
Active Children
Leisure Management
Disability
Cultural Studies and Diversity
Biological Aspects of Physical Activity
The Faculty of Physical Education and Recreation at the University of Alberta, Edmonton, Alberta, invites applications for three tenure-track positions. The ability to contribute to one or more of the following areas: sport psychology, active children, leisure management, disability, cultural studies and diversity and biological aspects of physical activity is desired. The appointments are expected at the rank of Assistant Professor. Suggested starting date: July 1, 2004.

The successful candidates will possess a completed doctorate and will have evidence of effective teaching and scholarly research and publication. Preference will be given to applicants who have a demonstrated research program that is competitive for national peer reviewed funding. Individuals with degrees within and outside of the fields of physical education, Kinesiology, or leisure/recreation studies are encouraged to apply.

The Faculty of Physical Education and Recreation serves approximately 950 undergraduate and graduate students.

It offers several degree programs: B.A. (Recreation and Leisure Studies), B.P.E. (Bachelor of Physical Education), B.Sc. (Kinesiology), M.Sc., M.A. and Ph.D. as well as a combined B.P.E./B.ED. jointly offered with the Faculty of Education. In conjunction with the School of Business, it offers Canada's only MBA in Sport & Leisure Management.

Further information about the U of A and the Faculty may be obtained from <http://www.ualberta.ca> and <http://www.per.ualberta.ca>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applicants should submit a curriculum vitae, brief descriptions of research and teaching interests and the names of three referees (including addresses, phone/fax and e-mail addresses) on or prior to December 1, 2003, to:

Dr. Mike Mahon, Dean
Faculty of Physical Education and Recreation
W1- 34 Van Vliet Centre, University of Alberta, Edmonton, AB
T6G 2H9 (780) 492-3364
For further information, please contact:
E-mail: mike.mahon@ualberta.ca
wendy.rodgers@ualberta.ca
jane.watsonson@ualberta.ca

notices

Please send notices to public.affairs@ualberta.ca. Notices should be received by 12 noon one week prior to publication.

INTERNATIONAL PARTNERSHIP FUND

The "International Partnership Fund" (IPF) was established to support University of Alberta faculty and staff participating in exchange activities with the university's many partner institutions around the world. The IPF aims to facilitate projects that will help develop sustainable relationships between the University of Alberta and partner institutions. The funds may be used for travel by either the U of A staff member or a visitor from the partner institution for support of the development of activities with the partner, short-term visits for joint research col-

laboration, or other worthwhile academic purposes.

Support from the IPF will ideally complement support from the applicant's faculty or department, and the institution to which they propose to go.

Note: The IPF only applies to those institutions with which the U of Alberta has formal agreement.

Guidelines, application forms and list of partner institutions may be downloaded from University of Alberta International website at: <http://www.international.ualberta.ca/>

Application deadline: November 1, 2003

EFF-FSIDA (FUND FOR SUPPORT OF INTERNATIONAL DEVELOPMENT ACTIVITIES)

Application Deadline
The deadline for receipt of applications to the EFF-FSIDA is 4:30 PM, October 15, 2003. The next competition deadline dates are January 15, 2004 and April 15, 2004.

This Fund exists to enable staff and graduate students (nor-

mally PhD candidates) of the University of Alberta to participate in research and in the international transfer of knowledge and expertise through partnerships in developing countries.

Applications and guidelines are available on the University of Alberta International website <www.international.ualberta.ca> under "International Cooperation" and "Funding Opportunities" or from the FSIDA Secretary at University of Alberta International, 1204 College Plaza, 8215-112 Street, telephone 492-6440.

Display advertisements: Camera-ready artwork is required to size, complete with halftones if necessary. Call 417-3464 for sizes, rates and other particulars.

MANY THANKS to all the prize donors and sponsors!

Draw Prize Winners 2003

Badass Jack's Subs & Wraps, Gift certificates – Sara Katz
Delta Edmonton Centre Suite Hotel, One night accommodations and Sunday brunch for two – Roselle de Castro
Delta Edmonton South Hotel and Conference Centre, Sunday brunch for two – Robyn McArthur
Field LLB, backpacks – Gang Tao, Natalie Ulliac, Lisa Chandra, Latif Jamani
Field LLB, jean shirt – Daren Richardson, Aaron Dirk
Field LLB, travel mug – Jennifer Marszalski, Megan Senechal, Sungeun Lee, Kathryn Reese
Field LLB, water bottle and pen – Alicia Nugroho, Kim Knutt, Matt Jensen, Mareesa Orth
Funky Pickle Pizza, Gift Certificates – Inna Savtsovich, Denise Moulton, Gina Gariano, Katrina Stebner, Joanna Fitzsimmons, Paul Kwan, Lisa Henderson, Aaron Monk, Laura Dyck, Jose Teres
Hot Razor Hair Stylists, hair products – Brittany Barber, Aisha Yahya
Varscona Hotel, Gift Baskets – Lisa Linder, Ari Sniderman
West Edmonton Mall, Galaxyland day passes – Stuart Primrose, Jie Gao, Angela Silvaggio

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Office of Human Rights, Prints – Vanessa Chubb, Lauren Jones, Allison Heinrichs, Cassandra Wilson

Office of the Dean of Students, \$50 Bookstore gift certificates – Simone Sapach, Alexis Desrosiers, Tamara Larter, Nataliya Herenchak, Kiersten Cote, Hangwood Lee

Office of the Dean of Students, "The Debt Free Graduate 2003" book – Tamara Buillaume, Siao Han Chin, Melissa Lo, Bethany Milligan, Mary Baehr, Nikki Malmas, Michelle Chong, Sobha Changarathil, Janice Fan, Kathy Dal Maso, Charlene Sinclair, Navid Vafaei, Tara Jorgensen, Matthew Boukall, Amandeep Samra, Emmanuel Lee, Desire Gardner, Mary McIntyre, Natalie Choma, Katherine Howell

Office of the Vice-President (Research), t-shirts – Michell Fung, Catherine Chee, Jillian Taylor, Neda Mitchell

Parking Services, One month parking passes – Chris Dobson, Lingyun Gao, Michael Somkuit, Shannon Eremenko, Kelly Stahler, Becky Bienvenue, Sarah Cowman, Travis Dochuk

Patricia & Peter Murray – University Senate, \$50 Bookstore gift certificates – Brittany Ashmore, Lindsey Nydegger

Student Counselling Services, Certificates for Vocational Interest Counselling – Agata Nowinka, Jenn West

Studio Theatre (Timms Centre), season pass for two – Sebastian Hanula

SUB Titles, Sweatshirts – Cayle Sorge, Ras Mulinta, Ashleigh Massey, Cynthia Chiew

University Senate, \$50 Bookstore gift certificates – Ricky Agnihotri, Brent Johnson, Preet Dhaliwal, Elizabeth McClintock, Ryan Leckie

Prize winners have been notified by email about procedures to claim their prize.

Welcome to U



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ALBERTA

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Faculty Club
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Office of the Dean of Students
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Office of the Vice-President (Research)
Parking Services
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University Health Centre
University Senate

ads

Ads are charged at \$0.65 per word. Minimum charge: \$6.50. All advertisements must be paid for in full by cash or cheque at the time of their submission. Bookings may be made by fax or mail provided payment is received by mail prior to the deadline date. Pre-paid accounts can be set up for frequent advertisers. Please call 492-2325 for more information.

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RIO TERRACE EXECUTIVE, four bedroom, two storey. Fully upgraded, gorgeous yard. Double garage. Immediate. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

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UNIVERSITY PLACE, new executive two bedroom, two bathrooms. Five appliances, \$1,300/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

CLARIDGE HOUSE, near U of A. Executive furnished one bedroom. October 1, 2003. \$1,150/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

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WHITEMUD ROAD, furnished executive duplex, three bedrooms, sunroom, fireplace. \$1,200/month. Immediate. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

VALHALLA EXECUTIVE, two bedroom with view of river valley and U of A. Pool, social room, exercise room. Immediate. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

RABBIT HILL ROAD, furnished executive, three bedroom townhome. Very upscale. All utilities included. \$1,800. Must view. Call Michael Jenner, Gordon W.R. King and Associates Real Estate, 441-6441.

HYDE PARK, huge two bedroom, two bath, sunroom. \$1,500/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

VICTORIA PLAZA, spectacular two bedroom with river valley view. Over 1,400 sq ft. Huge master bedroom. \$1,600/month. Call Janet Fraser, Gordon W.R. King and Associates Real Estate, 441-6441.

THE SASKATCHEWAN, view of river valley, two bedrooms, two bathrooms. \$1,175/month. Immediate. Call Michael Jenner, Gordon W.R. King and Associates Real Estate, 441-6441.

CALL NOW! To buy, sell, lease a condominium. \$65,000 to \$688,000. Please ask for Connie Kennedy, condo specialist/consultant, since 1968. RE/MAX Real Estate Central, 482-6766, 488-4000.

WESTMOUNT HIGH PARK — furnished house, three bedrooms, hardwood, double garage. Close to schools, 10 minutes to U of A. \$950.00/month + utilities. 435-9182.

LOCATION! LOCATION! Executive two bedroom plus den condo, overlooking large enclosed professionally landscaped private yard. Renovated: hardwood, slate, electrical, paint. Walk-in closet, fireplace plus two heated underground parking stalls. Five minutes walk from hospital/campus. Available September 12. \$1,300 including utilities. 990-2827, 481-2827.

PARKVIEW, spacious four bedroom home, five appliances, close to schools and parks. Great family location. Lease negotiable. Double garage. \$1,150.00 month plus utilities and D.D. 945-1736.

GORGEOUS SASKATCHEWAN DRIVE loft-style condo available for lease, 1,900 sq ft, three bedrooms, two full baths. Spectacular river valley view. Immediate occupancy. For more info, please contact Judy Bishop, Royal LePage, 431-5600.

IMMACULATE THREE BEDROOM and office in lovely Bonnie Doon. Garage. Available immediately. \$1,450/month. Non-smokers, no pets. Call Linda, 908-9143.

SABBATICAL HOME — Windsor Park. January — August, 2004. \$1,500/month plus utilities. 434-4644 or JFSper@telusplanet.net

ROOM AVAILABLE IMMEDIATELY. \$400 per month includes utilities. Fifteen minutes to University. 431-0914.

FULLY FURNISHED CONDO, valley view, 113 Street, \$1,000/month, October 5 — December 31, 482-6926; mjdjay@shaw.ca for details and photos.

HOUSE, N.E. EDMONTON, bedroom furnished, share kitchen, bathroom, laundry. Non-smokers, no pets. \$450/month includes utilities + D.D. Phone 473-0342.

BEAUTIFUL BELGRAVIA BUNGALOW. South backyard. \$1,550/month. 436-6553.

3915 ASPEN DRIVE WEST. Beautiful 3+1 bedroom bungalow across from ravine in Aspen Gardens and close to U of A. Five appliances, double garage. Hardwood floors, non-smokers, no pets. Fireplace. Minimum eight month lease and up to three years. \$1,600 rent, \$1,600 Deposit. Oakwood Management Ltd., 998-RENT (7368).

MILLCREEK/RITCHIE — 3+1 bedroom house, hardwood, five appliances, double garage, 25 blocks to U of A, one block bus, ravine. \$1,150/month plus utilities. Furnished available. 434-1030.

ACCOMMODATIONS FOR SALE

VICTORIA PROPERTIES — Knowledgeable, trustworthy Realtor, whether you're relocating, investing or renting. Will answer all queries, send information, no cost/obligation. "Hassle-free" property management provided. Lois Dutton, Duttons & Co. Ltd., Victoria, B.C., 1-800-574-7491 or lois@duttons.com

EXCEPTIONAL LAKEFRONT cedar property on north shore, Pigeon Lake. 436-0571.

DOWNTOWN, 962 sq ft, one bedroom condo; 400 sq ft balcony. New paint, five appliances, and blinds; newer flooring. Walk to LRT, GMCC, and river valley. \$117,900. 438-7081/920-1530. See www.comfree.ca, code 1406.

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1981 MERCEDES, 380SLC, red, 232,000 km, air, h/s, p/sunroof, pw, cc, excellent condition. Classic! \$19,500. 487-0317.

GOODS FOR SALE

CASH PAID for quality books. Edmonton Book Store, 433-1781, www.edmontonbookstore.com

MISCELLANEOUS

BETH TZEDEK is pleased to welcome members of the university community to our egalitarian Conservative congregation. Services for the 2003/5764 High Holidays will take place in the chapel of the Talmud Torah School, 6320 172 Street. Please call Jack Goldberg at 492-3740 or Bluma at 444-4743, for further information.

SERVICES

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University of Alberta

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The Second Annual Greater Edmonton Business Plan Competition is now open to individuals, companies, and faculty & students of post-secondary institutions with high-growth business ideas.

The ultimate business plan takes home a grand prize of \$100,000, while two others will receive \$20,000 in prizes.

PARTICIPANTS

- Entrepreneurs & Companies with High-Growth Business Ideas

OPPORTUNITIES

- Six Business Seminars
 - U of A School of Business
- Mentor Matching Program
 - Grant MacEwan College
- Networking Sessions

COMPETITION LAUNCH

- October 29th • Telus Centre

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www.ventureprize.com

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Tickets starting at \$25 (\$20 students)
Winspear Centre Box Office 780-428-1414
Program to conclude by 4:30pm



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AN EYE FOR DETAIL

Art meets science in Darrell Tomkins' photography

By Richard Cairney

Dr. Darrell Tomkins has an eye for patterns. With 35 years of experience as a cytogeneticist, she's developed an ability to recognize and detect faults in patterns. That means Tomkins, a University of Alberta professor of medical genetics and cytogenetics laboratory director at the Stollery Children's Hospital, can look at microscopic images of chromosomes to diagnose any number of diseases.

In her spare time, though, Tomkins

turns her eye away from the microscope and through the lens of a camera to capture colours and patterns that occur on a larger scale.

"The photography I do is kind of found objects or found fractals, so if you don't catch it you can't go back," she said. "It's images of things like frost on dead winter grass – ice crystals that are shining in the sunlight – you've got that for one or two hours maybe. Or dew droplets in a dandelion head that's gone

to seed. You see that, and it won't be there tomorrow."

A photograph of a butterfly that hangs in Tomkins' office is another example. "There's orange and fuchsia and green and teal. It's a beautiful combination, and that isn't going to happen again," she said.

Tomkins had her first ever photo exhibit this summer – a series of landscape photos taken of the Painted Desert in Arizona and in New Mexico.

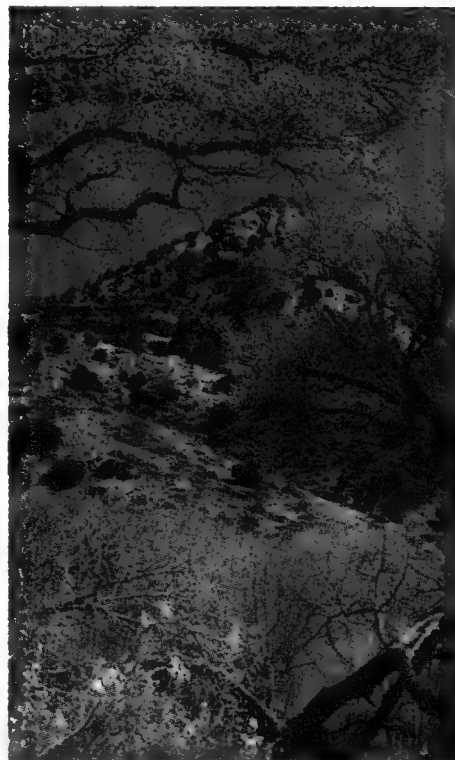
"The mesas and canyons are gorgeous, and we visited many of the old missions," she said. "The colours are everywhere."

It is perhaps no surprise to learn then, that patterns and colours are what attracted Tomkins to her chosen profession.

"When I started out as a student in cytogenetics I used to dream of chromosomes...it's a career that was ideal for a visual artist with a mathematical bent. I am a scientist, but what I do is extremely visual." ■



Salinas Pueblo Mission, New Mexico.



Riparian spring, Gila River Valley, New Mexico.



Detail, Petrified Forest, Giant Logs Trail, Arizona.



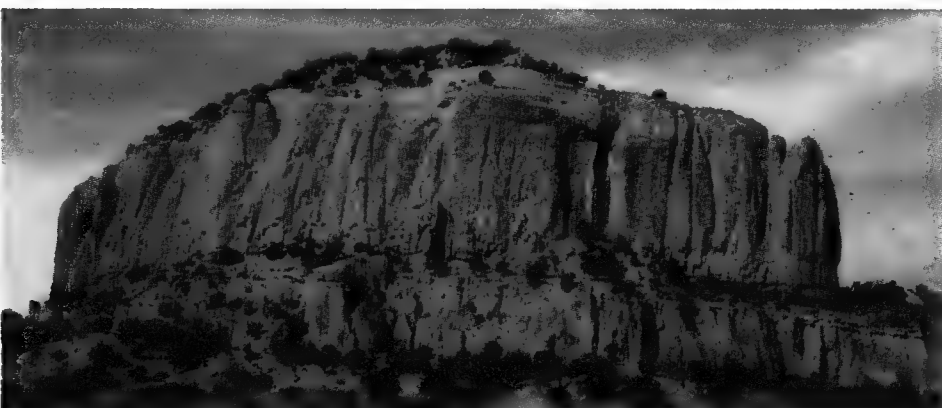
Golden Corydalis, Mineral Creek, Gila National Forrest, New Mexico.



Blue grama grass, Gila River Valley, New Mexico.



Pink hedgehog cactus, Vittorio's Peak, New Mexico.



Painted Desert (top of page and above), Arizona.



Detail of Claret cups hedgehog cactus, Organ Mountains, New Mexico.



University of Alberta
Student Services

Career Connections

F a l l 2 0 0 3

Upcoming Events September to December 03

Sept. 18	S	Making Career Fairs Work for You!
Sept. 19	S	Mastering the CACEE Application Form
Sept. 20	W	Resume Writing for Students in Science and Engineering
	W	Interview Skills for Students in Science and Engineering
Sept. 21	W	Creating a Teaching Application Package
	W	Building A Teaching Portfolio
Sept. 22	S	Looking for Work on Campus
Sept. 23	CF	Human Ecology Career Forum
	S	Cover Letters and Other Work Search Letters
Sept. 24	C	Careers Day 2003; 10 a.m. – 4 p.m.; Butterdome
Sept. 25	S	Mastering the CACEE Application Form
Sept. 26	S	Get It Together: Building a Foundation for a Successful Work Search
Sept. 27	C	Health Sciences Career Fair; 10 a.m. – 4 p.m.; Ed Gym S
	W	Resume Writing for Students in the Health Sciences
	W	Interview Skills for Students in Health Sciences
Sept. 28	W	Looking for Teaching Positions
	W	Interview Skills for Students in Education
Sept. 29	S	Applying to Med School
Sept. 30	S	Electronic/ Scannable Resumes
	W	Creating a Teaching Application Package
	CF	Electrical/Computer Engineering Career Forum
Oct. 1	CF	Mechanical Engineering Career Forum
	S	Can I Take a Test to Tell Me What to Do With the Rest of My Life?
	W	Building A Teaching Portfolio
Oct. 2	CF	Alternative Careers for Education Students
	S	Working in Canada's North
	W	Resume Writing for Students in Science and Engineering
Oct. 3	S	Using the Internet to Find Work
Oct. 4	W	Career Selection for Students in Science
	W	Resume Writing for Students in Arts and Business
	W	Interview Skills for Students in Arts and Business
Oct. 6	S	Employment Programs and Internships
	W	Interview Skills for Students in Science and Engineering
Oct. 7	CF	Chemistry/Chemical Engineering Career Forum
	S	Developing a Personal Web Site to Find Work
Oct. 8	S	Cover Letters and Other Work Search Letters
	GW	Writing an Effective CV and Cover Letter (Arts)
Oct. 9	CF	Materials Engineering Career Forum
	S	Strategies for Tapping the Hidden Job Market
	GW	Writing an Effective CV and Cover Letter (Science)
Oct. 10	S	Working and Living in the U.S.
Oct. 14	S	Working with Recruitment Firms
Oct. 15	S	Applying to Graduate School
Oct. 16	S	Becoming a Lawyer: First Steps
Oct. 17	S	Looking for Work Abroad
Oct. 22	GW	So You Want to Be an Academic (Science)
Oct. 23	GW	So You Want to Be an Academic (Arts)
Oct. 24	S	Looking for Work on Campus
Oct. 25	W	Looking for Teaching Positions
	W	Creating a Teaching Application Package
Oct. 26	W	Interview Skills for Students in Education
	W	Building A Teaching Portfolio
Oct. 27	S	Writing a Personal Statement
Oct. 28	S	Enhancing Your Employability Through Volunteering
Oct. 29	S	Applying for Work Abroad
Oct. 30	S	Self-Employment: Putting Your Entrepreneurial Spirit to Work
Nov. 1	W	Career Selection for Students in Physical Education and Recreation
	W	Career Selection for Students in Science
Nov. 2	W	Career Decision Making Strategies
Nov. 3	S	Negotiating and Evaluating Job Offers

Nov. 4	CF	Earth and Atmospheric Sciences Career Forum
	S	Strategies for Tapping the Hidden Job Market
Nov. 5	CF	Biological Sciences Career Forum
	S	Career Tips for First Years
Nov. 6	S	Labour Market Trends and Research
	CF	Environmental and Conservation Sciences Career Forum
Nov. 7	S	Making Career Fairs Work for You!
Nov. 8	W	Resume Writing for Students in Physical Education and Recreation
	W	Career Selection for Students in Arts
	W	Interview Skills for Students in Physical Education and Recreation
Nov. 12	GW	The Academic Interview (Arts)
Nov. 13	C	Agriculture Career Fair; 1 – 4 p.m.; Dinwoodie Lounge
	S	Putting Your B.Ed. to Work Outside of the Classroom
	GW	The Academic Interview (Science)
Nov. 14	W	Developing a Business Plan That Works!
Nov. 15	C	Pharmacy Career Fair; 11 a.m. – 3 p.m.; Dinwoodie Lounge
	W	Resume Writing for Students in Arts and Business
	W	Interview Skills for Students in Arts and Business
Nov. 18	CF	Nutrition and Food Sciences Career Forum
	S	Cover Letters and Other Work Search Letters
Nov. 19	S	Summer Work Search
Nov. 20	S	Using the Internet to Find Work
Nov. 21	W	From Principle to Promotion: Marketing for the Self-Employed
Nov. 22	W	Resume Writing for Students in Agriculture, Forestry and Home Economics
	W	Interview Skills for Students in Agriculture, Forestry and Home Economics
Nov. 24	S	Cover Letters and Other Work Search Letters
Nov. 25	S	Electronic/ Scannable Resumes
Nov. 26	S	Looking for Work as a Substitute Teacher
	GW	Establishing a Career Outside of Academia (Science)
Nov. 27	GW	Establishing a Career Outside of Academia (Arts)
Dec. 13	W	Creating a Teaching Application Package
	W	Interview Skills for Students in Education

CAPS

Career and Placement Services

2-100,
Students' Union Building,
University of Alberta
Phone (780) 492-4291

Hours of Operation
September to April- Monday to Friday
8:30 am to 4:30 pm
May to August- Monday to Friday
8am to 4pm



Services are available to assist with mobility, vision and hearing difficulties. Please contact CaPS one week in advance if you require a sign language interpreter.

Continued

Working on your resume	1
Preparing for the interview	2
Offering the letter of acceptance	3
Work placement	4
Using CaPS resources	5
Working with Disability Services	6

For complete information on CaPS services, and jobs posted at CaPS, check our web site www.ualberta.ca/caps or drop by CaPS, 2-100 SUB.

MAKING Career Fairs WORK FOR YOU

Are you unsure of what a career fair is all about, of how to prepare, how to dress and what types of questions to ask? In that case or even if you are a seasoned career fair attendee you may want to attend the CaPS brown bag seminar on Making Career Fairs Work for You. Scheduled on Thursday, September 18 from 12:35 to 1:20 and again on Friday, November 7 from 12:05 to 12:50 in the CaPS Resource Centre, 2-100 SUB this free seminar can help. You will learn valuable tips from an expert on how to prepare for and present yourself to potential employers including tips on effective networking.

On Wednesday, September 24 the Butterdome is the place to be. Career and Placement Services (CaPS) will host over 130 organizations from all disciplines for **Careers Day 2003**. The fair is open to students from 10:00 am to 4:00 pm. Recruiters from a variety of organizations from oil and gas and high tech to the non-profit sector will be on hand ready and willing to answer your questions. The up-to-date list of organizations attending Careers Day 2003 is on the CaPS website at www.ualberta.ca/caps.

On Saturday, September 27, 2003 from 10:00 am to 4:00 pm in the Education Gym health authorities, recruiters and other health related organizations will gather to meet with students and alumni in health related professions. If you are in nursing, occupational therapy, physical therapy, or one of the many other health related professions plan to spend part of Saturday at the **Health Sciences Career Fair**.

Students in the Faculty of Agriculture may be interested to know that as part of Ag Week, CaPS, in cooperation with the Ag Club, hosts the **Agriculture Career Fair**.

On Thursday, November 13, 2003 CaPS will host the Agriculture Career Fair from 1:00 pm to 4:00 pm in Dinwoodie Lounge. Agriculture students from all years of their program are encouraged to attend. The fair is an informal career-related event where company representatives spend the afternoon meeting and chatting with agriculture students about employment opportunities both for summer and permanent positions. Plan to attend. Bring your questions along with your resume.

Of interest to Pharmacy students, Career and Placement Services (CaPS) hosts two **Pharmacy Career Fairs**, in the fall term on Saturday, November 15 and in the winter term on Saturday, January 31. The **Education Career Fair**, which last year attracted recruiters from across Canada, the United States, Mexico, Great Britain, and Kuwait, will be held on Monday, January 19, 2004. For those seeking summer employment the CaPS **Summer Job Fair** is scheduled for Saturday, February 7, 2004.

Marks these dates in your calendar and check the CaPS web site at www.ualberta.ca/caps for up to date information as well as the list of attending organizations.

*"The CaPS Online Job Postings service works like a Swiss watch."
- Walter Cumbria Engineering -*

Earn great tips at CaPS!

Did you know that you can download CaPS Tips Sheets from our web site? To access them, simply click on "U of A Students/Alumni" on our home page and choose "Tools and Resources" from any of the drop-down menus on the Students/Alumni page. Alternatively, you can pick up paper copies of any of our Tips Sheets in the CaPS Resource Centre.

These Tips Sheet provide valuable information and advice on a potpourri of career-related topics. Following is a list of just some of the topics:

career planning
careers for students in...(Agriculture, Forestry and Home Economics; Arts; Business; Engineering; Health Sciences; Physical Education and Recreation; and Science)
contacting and researching employers
disclosing your disability to employers
electronic resumes
evaluating job offers and salary negotiations
information interviewing
looking for work abroad
reference letters
starting your own business
tapping into the hidden job market, including networking and using the Internet
workplace accommodations

FAQs FOR GRADUATE STUDENTS

Q: I have been looking at job postings. Sometimes the employer asks for a resume, sometimes a curriculum vitae. What is the difference?

A: A resume is a work search tool designed to convince a prospective employer that you are an excellent candidate for employment. Typically two pages long, a resume summarizes your experience—education, work history, special qualifications and certifications. It features an accounting of your most recent, most relevant, and most prestigious qualifications.

A curriculum vitae, on the other hand, is a chronicle of your academic and professional history. You will be asked for a CV when you apply for academic positions within universities and colleges or research positions within the public or private sectors. You will also submit your CV when you apply for grants, awards, or fellowships or when you send in a manuscript for publication. Your CV

may be many pages long because it provides details regarding your research, teaching, and service to the academic community. It includes your publications, presentations, awards, and memberships in professional associations. Junior scholars may include courses taken and grades earned.

Although there are significant differences between a resume and a curriculum vitae, many people use the terms interchangeably. To make matters even more confusing, non-North American employers may ask for a CV, expecting a lengthy resume that includes personal information not usually seen on Canadian work search documents—height and weight, date of birth, marital status and so on.

If you are uncertain whether to send a resume or a curriculum vitae when applying for a position, consider booking a resume/CV consultation with Janis Shaw, CaPS career advisor for graduate students or register for a Writing an Effective Curriculum Vitae and Cover Letter workshop (October 8, Arts; October 9, Science) at the CaPS Resource Centre, 2-100 SUB. Visit www.ualberta.ca/caps for details and costs.

Join a CaPS list serve!

By joining a CaPS list serve you will have access to information about our employment and career advising services designed specifically for students & alumni of your particular faculty.

When you log on to our website at www.ualberta.ca/caps, choose the Students/Alumni button from our navigation bar. On this main page there's a 'Feature Information' section that contains links to the user list serve page where you can sign up (you'll be asked to provide your email address and pick a password).

Note the following list serve descriptions:

Career-arts	Students in Arts
Careers-ag-for-he	Students in Agriculture, Forestry & Home Economics
Careers-bus	Students in Business
Careers-ed	Students in Education
Careers-eng	Students in Engineering
Careers-grad	Graduate Students
Careers-healthsci	Students in Health Sciences
Careers-pe-rec	Students in Physical Education & Recreation
Careers-pharm	Students in Pharmacy
Careers-sci	Students in Science

The listservs will be used only by CaPS to send out notices in regards to CaPS services (i.e. this is not a discussion forum). Subscribers will receive no more than eight messages per month.

Organizations Recruiting at CaPS from July 1, 2002 - June 30, 2003

ATakumil International School
A-Alta Rentals
A-Pex International Studies Corp.
(Div. of I.T. Investments Co. Ltd.)
ABILITY Career & Employment Services
ACI
ADC Software Systems Division
AGAT Laboratories - Calgary
AIDS Jasper Society
AMEC Earth & Environmental Limited -
Edmonton
ASSIST Community Services Centre
ATB Financial
ATCO Electric
ATCO Gas
ATCO Pipelines
ATCO Power
ATCO Structures Inc.
Abbotsfield Youth Project
Abilbi-Consolidated Inc.-Mackenzie Region
About Staffing
Ace Vegetation Control Service Ltd.
Ackenberry Trout Farms
Action on Smoking & Health (ASH)

Advanis Field Research (AFR)
Advanis Inc.
Advanta Seed Inc. - Carvel
Ag-Quest (Alta.) Inc.
AgPro Grain
AgriFinance/AgriCard
Agricore United
Agriculture Financial Services Corporation
Agrium - Redwater Fertilizer Operations
Agrium Inc. - Calgary
Agratec Farm Equipment
Airport Terminal Services
Ajman University of Science & Technology
Alberta Alcohol and Drug Abuse
Commission (AADAC)
Alberta Blue Cross
Alberta Cancer Board - Calgary
Alberta Cancer Board -
Cross Cancer Institute
Alberta Cancer Board - Provincial Office
Alberta Chicken Producers
Alberta College and Technical Institute
Students' Executive Council
Alberta Electric System Operator
Alberta Energy and Utilities Board

Alberta Envirofuels Inc.
Alberta Heritage Foundation for Medical
Research
Alberta Hospital - Ponoka
Alberta Lake Management Society
Alberta Mental Health Board, Alberta
Hospital Ponoka
Alberta Newsprint Company
Alberta Pacific Forest Industries Inc.
Alberta Plus Landscaping
Alberta Plywood Ltd.
(A Subsidiary of West Fraser Timber)
Alberta Pulse Growers Commission Zone 3
Alberta Recreation and Parks Association
Alberta Research Council
Alberta Safety Council, The
Alcan Primary Metal Group
Alf's Roofing Ltd.
Algoma Tubes
AltaLink
AltaSteel Ltd.
Alkchem Pharma Ltd.
Aman Building Corporation
Amazon Springs Water Co. Ltd.
Anachemia Science

Anadarko Canada Corporation
Angstrom Power Incorporated
Angstroms Enterprise
AnorMED Inc.
Antelope Valley Hospital
Apache Canada Ltd.
Apex Reforestation Limited
Apical Forestry Consulting Ltd.
Aqua Terre Solutions Inc.
Arab, Lou
Arch Enterprises & Training Association
Arch Psychological Services
Arts and Heritage Foundation of St. Albert
Ashton Jenkins Mann, Petroleum Consultants
(A Partnership of Corporations)
Association of Professional Engineers,
Geologists & Geophysicists of Alberta
(APEGGA)
At Your Own Pace Women's Fitness Club
Athabasca University
Atlantic Industries Limited - Westlock
Autopro Automation Consultants Ltd.
B.G.E. Service & Supply Ltd.
BAR Engineering Ltd.
BASF Canada Inc.

BC Grain Producers Association
BC Hydro
BMO Nesbitt Burns Inc.
BOC Canada Ltd.
BP Canada Energy Company
BP Canada Energy Company -
Fort Saskatchewan
Banff Centre, The
Bank of Canada
Battle River Research Group
Baudones
Bayer CropScience - Calgary
Bayer CropScience - Saskatoon
BoysHealth Care
Beaumont, Town of
Beaver County
Bel-MK Engineering Ltd.
Belgravia Out of School Care
Bennett Centre, The
Best Western Cedar Park Inn
Bethany Care Society - Calgary
Bi-Mart Corporation
BioAtlantech
Biomira Inc.

Bioriginal Food & Science Corp.
Bissell Centre
Black & McDonald Limited
Black Max Downhole Tools Ltd.
Blue Heron Support Services
Blue Ridge Environmental Services Ltd.
Blue Ridge Lumber (1981) Ltd.
Blueprint Solutions Inc.
Blueweed Services
(A Division of D & E Kelly Corporation)
Boardwalk Equities Inc.
Bookmark Education Center
Bourgeois & Company Ltd.
Boylan Pharmasaves, The
Boyle School
Boyle Street Co-op
Boys' and Girls' Club - Leduc
Boysdale Camp Foundation
Brander Gardens After School Parents'
Association
Brett Young Seeds Ltd.
Brookside Montessori Children's Centre
Bruin Reforestation Limited
Buffalo Trail Regional Division No. 28

CaPS

Opening the door to your dream job

Have you thought about life after university? Whether you're a first year student, a doctoral student looking forward to completing your degree in the next few months, or somewhere in between, think about how to establish professional contacts who will help you make the transition from classroom to career a smooth one.

Career and Placement Services (CaPS) is your key for opening the door to potential professional contacts, including employers. Where should you start? At Careers Day 2003 of course! Careers Day is our largest annual career fair, welcoming students and alumni from all disciplines. Last year's event boasted over 130 employers at the local, national and international level. This key networking event takes place on Wednesday, September 24, 2003 from 10 a.m. - 4 p.m. in the Butterdome. Watch our web site for an up-to-date list of exhibitors.

In addition to Careers Day 2003, CaPS will hold discipline-specific career fairs throughout the year including the Health Sciences Career Fair on September 27, 2003; the Agriculture Career Fair on November 13, 2003; the Pharmacy Career Fair on November 15, 2003 and January 31, 2004; and the Education Career Fair on Monday, January 19, 2004. We will also host our annual Summer Job Fair on February 7, 2004 - another all disciplines event.

To help you prepare for and get the most out of the time you spend at these career fairs, CaPS will offer a free, 45-minute brown bag lunch seminar called, Making Career Fairs Work for You! The first one is scheduled for September 18, 2003 at 12:35 in the CaPS Resource Centre (2-100 SUB). Check our web site for additional dates.

If you're looking for career advice from professionals who excel in your industry or area of interest, then a career forum will appeal to you. Each year, CaPS hosts several career forums. Following is what we have planned for the 2003/2004 academic year:

Human Ecology - Tuesday, September 23
Electrical/ Computer Engineering - Tuesday, September 30
Mechanical Engineering - Wednesday, October 1
Alternative Careers for Education Students - Thursday, Oct. 2
Chemistry/ Chemical Engineering - Tuesday, October 7
Materials Engineering - Thursday, October 9
Earth and Atmospheric Sciences - Tuesday, Nov. 4
Biological Sciences - Wednesday, Nov. 5
Environmental and Conservation Sciences - Thursday, Nov. 6

Nutrition and Food Sciences - Tuesday, Nov. 18
Management Information Systems - Monday, Jan. 26
Management & Business Studies - Tuesday, Jan. 27
English/ Comparative Literature - Thursday, Jan. 29
Economics - Tuesday, Feb. 3
Political Science - Thursday, Feb. 5
History - Monday, March 8
Languages and Linguistics - Wed., March 10
Starting Your Own Business - Thurs., March 11
Physical Education and Kinesiology - Tuesday, March 16

More information, including an up-to-date list of guest speakers, is available on our web site. Often, the individuals we invite to speak at our forums are involved in hiring for the organization they represent. In fact, we've heard from students who have secured permanent and summer jobs through a contact they made at one of these valuable networking events.

CaPS also host numerous employer information sessions. These networking events occur on a continual basis throughout the academic year. Check our web site for information on what's coming up in the next few weeks.

So what do you need to prepare for these networking events? You should do some research on organizations participating in these events that are of particular interest to you. The CaPS Resource Centre is a great place to start. You should also make sure that your resume is polished and up-to-date. CaPS offers workshops on resume writing, as well as individual assistance. You should fine-tune your interview skills, as you never know when a chance meeting with a potential employer might turn into an interview. CaPS can also help you in this area. We offer interview workshops and mock interviews. So come to CaPS to find out more about these and the many other services and resources we offer to help you land your dream job. Remember, Making your way from classroom to career: CaPS Works!

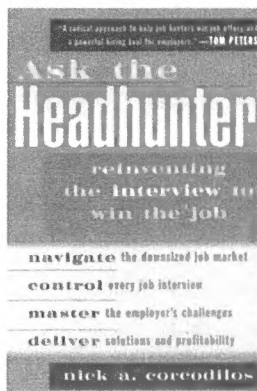
"I took the CV/Interview workshop, cover letter seminar, resume consultation and mock interview. They were very informative in teaching me the entire process in obtaining the perfect job. I was successful in receiving job interviews and, subsequently, two job offers. I am presently employed at the Cross Cancer Institute working as a research tech... thanks CaPS!"
- Pharmacology graduate -

BOOK REVIEW

3

Ask the Headhunter: Reinventing the Interview to Win the Job By Nick A. Corcodilos, New York, NY: Penguin Putnam, Inc. 1997

"I've always hated interviews because I'm asked so many questions that have nothing to do with my work...I've always wished an interviewer would just let me show him what I can do..." Does this sound familiar? *Ask the Headhunter: Reinventing the Interview to Win the Job*, may have the solutions you are looking for.



Nick Corcodilos is a professional headhunter (executive placement officer) who earns his living by successfully placing his clients in positions that they are most suited for. One method he uses is getting clients to have their references call the interviewer before he calls them, turning references into recommendations.

Aggressive techniques such as this can be used by anyone, from seasoned executives to students just starting their job search.

In a straight forward, no-nonsense, manner the author discusses the reasons why he feels that the way most people approach job interviews is ineffective. In his mind, traditional interview techniques focus too heavily on just "getting a job" rather than on showing that you can do the job that needs to be done. He offers a new strategy based on getting and maintaining control of the interview.

The first key step in controlling interviews, argues Corcodilos, is proper preparation. The preparation process is labour intensive and is often ignored or not properly done by job seekers, especially those new to the job search. Preparation involves knowing yourself, the company and the job you are applying for thoroughly before going to the interview. The author gives many inside tips on self-assessment and research methods gained from his experience that are often missed or not thought of by job seekers that assist in thorough interview preparation.

The interview itself should be viewed as an invitation for you to prove that you can do the job. Corcodilos provides tips for controlling the interview, including how to conquer interview fears and methods of demonstrating how you can do the job better than your competitors. By using these techniques the interview becomes more of a business meeting to solve a problem for the company rather than an interrogation to be dreaded.

Corcodilos offers a candid, effective method for approaching job interviews for people who feel that the interview is an obstacle for employment. He suggests that before going to an interview you must have first researched the company's needs and demonstrate in the interview how you will meet those needs.

If you want a chance to practice these skills before your interview, consider booking a Mock Interview consultation at CaPS. Ask at the Information Desk for details.

Get your career on track during Canada Career Week November 2-8, 2003

Attend a CaPS Career Forum!
Earth & Atmospheric Sciences
Biological Sciences
Environmental & Conservation Sciences

Take part in a career-building workshop or FREE brown bag lunch seminar

Visit our Resource Centre at 2-100 SUB. We've got stacks of information on employers such as directories and annual reports, career decision making to resume writing books, handouts, job advertisements and a whole lot more!

Bugbusters Pest Management Inc.
Buksa Associates Inc.
Bulkeley Valley Child Development Center
Burnbrae Farms
CANDORA Society of Edmonton, The
CB Richard Ellis - Alberta Research Group
CBC Educational Services
CCS Energy Services
CIS Research Centre
CNH Saskatoon
Cal-Scan Services Ltd.
Calgary Board of Education
Calgary Catholic School District
Calgary Family Services
Calgary Health Region
Camp Encounter
Camp Health, Hope & Happiness
Camp Mackinicholea
Camp Tamarack
Camp Wayne
Camp Wohelo (Worship, Health and Love)
Campbell Scientific (Canada) Corporation
Camrose Police Service
Canada Bread Company Limited

Canada Home Tutoring
Canada Mortgage and Housing Corporation - Calgary
Canada Safeway Limited - Calgary
Canada Tech Corp.
Canada West Biosciences Inc.
Canada World Youth - Prairies/NWT Regional Office
Canadian Blood Services - Calgary
Canadian Blood Services - Ottawa
Canadian Bureau for International Education (CBIE)
Canadian College of Naturopathic Medicine
Canadian Crossroads International
Canadian Education Centre (CEC) Network - Toronto
Canadian Forest Products - Fort St. John
Canadian Forest Products Ltd. - Hines Creek
Canadian Forest Products Ltd. - Prince George Division
Canadian Freightways Ltd.
Canadian Health Network
Canadian Museum of Civilization Corporation
Canadian National Institute for the Blind (Alberta-N.W.T. Division)

Canadian Natural Resources Limited
Canadian Pacific Railway - Calgary
Canadian Petroleum Institute
Canadian Petroleum Interpretive Centre & Hall of Fame
Canadian Salt Company Ltd., The
Canadian Simmental Association
Canadian Unity Council, The
Canam Steel Works
Capital Care Group, The
Caravelle Foods
Cargill Foods - High River
Cargill Limited - Winnipeg
Cargill Specialty Canola Oils
Cariboo Christian School
Catholic Social Services - Edmonton
Central Peace Conservation Society
Centre culturel Marie-Anne-Gaboury (CMAG)
Certa
Chaleur Regional Hospital
Champion Feed Services Ltd. - Barrhead
Champion Feed Services Ltd. - Grande Prairie
Changes
Cheng Xin Preschoolers Private Academy

ChevronTexaco - Calgary
ChevronTexaco - Vancouver
Child and Adolescent Services Association (CASA)
Chimo Equipment Ltd.
Chinook Applied Research Association (CARA)
Chinook's Edge School Division No. 73
Chintz & Company
Clark County School District
Cleaning Centre, The
Co-operative Trust Company of Canada
Coanda Research and Development
Coca-Cola Bottling Ltd. - Edmonton
Colegio Ingles Torreon
College Canada Painting Co.
College Pro Painters - Edmonton
Columbia Educational Institute
Commonwealth of Learning, The
Community Savings
Computalog Wireline Services, a division of Precision Drilling Technology Services Group Inc.
ConocoPhillips Canada
Conroy Ross Partners Limited

Conseil scolaire du Nord-Ouest
Consolidated Gypsum Supply Ltd.
Consulate General of Japan
Consumer Impact Marketing Ltd.
Consumers' Co-operative Refineries Ltd.
Control-F1 Corporation
Coors Canada
CorrosionWATCH Inc.
Corpro Canada, Inc.
County of Newell #4
Coutts Library Services Ltd.
Cover-All Building Systems/Summit Structures
Creating Solutions Inc.
Creative Concepts
Crestwood Pharmacy Ltd.
Crawley's Jewellers & Goldsmiths
Cutting Edge Lawn Maintenance and Landscaping
Cytovax Biotechnologies Inc.
D.J.M. Personnel
Daam Galvanizing Inc.
Dairyland Home Service, Saputo Inc. - Burnaby
Daishowa-Marubeni International Ltd. - Peace

River Pulp Division
Dovey Tree Services
Deloitte & Touche - Edmonton
Derrick Golf and Winter Club
Devon Christian School
Diamond Software Inc.
Digital Oilfield Inc.
Dimensions
Domino Machine Inc.
Dow AgroSciences Canada Inc.
Dow Chemical Canada
Dr. M. Stelmashuk
Drake International
Driveway Doctors
DuPont Canada - Edmonton
DuPont Canada Inc., Agricultural Products
Ducharme Motors Ltd.
Ducks Unlimited Canada - Calgary
Ducks Unlimited Canada - Red Deer
E & S Art English School
EEC Energy and Environmental Consulting Inc.
EPCOR
ESSO - Calgary Trail S
Earthmaster Environmental

NEW CaPS RESOURCES

CaPS has acquired a number of new resources during the last three months. The following is a list of material acquired between April 2003 and August 2003. CaPS adds to its collection regularly so be sure to drop by and inquire about material that could be applicable to you. The list is divided into eight sections: **1. Career Planning** **2. Resumes, Cover Letters, Curriculum Vitae, and Portfolios** **3. Work Search (General or Multi-Disciplinary)** **4. Interviewing** **5. Discipline Specific** **6. Diversity** **7. International** **8. Labour Market** **9. Post-Secondary** **10. Other**

Career Planning

Career Tests: 25 Revealing Self-Tests to Help You Find and Succeed at the Perfect Career—Find out how aggressive you are about looking for work ("Assertive Job Hunting Survey"), how well you respond to work-related stresses ("Stress at Work Scale"), and what type of manager you are or will be ("Management Style Survey"). This resource is available on Reserve.

Follow Your True Colors to the Work You Love—The True Colors system relies on a set of four cards—Blue, Green, Gold and Orange—that you arrange according to your attraction to the elements on the cards. Careers are suggested based upon your arrangement of cards.

Guiding Circles: An Aboriginal Guide to Finding Career Paths—This booklet uses the circle as a metaphor for career and life planning and includes ten different exercises using this image to plan your career.

Harvard Business Review on Managing Your Career—Once you have your great job and your career has started, how do you control your career plan? This collection of essays from the Harvard Business Review describes topics such as managing your boss, controlling your departure from an organization and includes an essay by Peter Drucker.

No Parachute Required: Translating Your Passion Into a Paycheck and a Career—Jeff Gudas, the author of *No Parachute Required*, argues that you should choose the work that you love and will enjoy and not tie your career to a paycheck or a "trendy" career. He also argues that no choice is permanent and your career path will keep winding and changing, sometimes winding back so you make the same choice a different way. A great book for someone who is feeling the pressure—financial, familial, and personal—to decide what they are going to do with their life.

Resume, Cover letters, Curriculum Vitae, and Portfolios

Cover Letters That Knock 'Em Dead, Fifth Edition—This book examines the anatomy of the cover letter and includes successful cover letter samples from a variety of professions and industries. It also includes chapters on electronic cover letters and "How to Jump Start a Stalled Job Search" for people who are having a hard time securing an interview.

Designing Creative Resumes—If you are in an artistic or fine arts field or just creative and want to showcase this in your resume or portfolio, this book will give you some design ideas and information about creating a visually stunning resume.

Goof-proof Resumes and Cover Letters—This book introduces you to some simple resume writing rules and "fixes" for problem aspects of your resume.

Work Search (General or Multi-Disciplinary)

Business Etiquette and Professionalism—Are you unsure about the etiquette for responding to e-mails? Not sure what is appropriate on the phone or you need help preparing for your first professional conference? You should take a look at this book and determine what behaviors are expected of you in business or social/business situations.

How to be a Permanent Temp—Working as a temporary employee is a great way to build your skills and try different jobs before deciding on the work environment that you prefer. It is also a great way to "audition" for permanent employment. This book is for the "temping newbie" who just wants to know how to get started as a temporary worker.

Power Networking—Most jobs are not advertised and the best way to tap into this "hidden job market" is through networking. This book covers all levels of networking and is useful for both work searchers and new entrepreneurs.

Interviewing

Ask the Headhunter: Reinventing the Job Interview to Get the Job—Nick Corcodilos, the author of *Ask the Headhunter*, advocates an aggressive work search and job interview strategy that demands that the work searcher focus intensely on his/her employment goals and pursue interview opportunities exclusively with companies that meet those goals. More information is available about this book and its author—as well as an option to sign up for his free newsletter—at <http://www.asktheheadhunter.com>. Please see the Book Review in this edition of *Career Connections*.

Brilliant Answers to Tough Interview Questions—What is the "best answer" to the following interview questions: "What do you think of your current employer?" or "Give me the three main reasons why we should give you this job." This book takes a look at those questions and many others and gives you multiple options and tips on how to deal with a variety of interview questions.

Interview Rehearsal Book: 7 Steps to Job-Winning Interviews Using Acting Skills You Never Knew You Had—Suffer from extreme job interview anxiety? This book works through a variety of acting exercises that will boost your confidence and help you prepare for your "audition" to your career. The first exercise, mock interviewing, is one preparation strategy that CaPS has advocated—and offered as a consultation service—for many years.

For more information, on both the book and consultations, visit the CaPS Resource Centre.

Discipline Specific

Agriculture, Forestry and Home Economics

Alberta Veterinary Medical Association 2003 Directory—Use this directory to find professional contacts and events in the veterinary medicine field in Alberta.

Opportunities in Home Economics Careers—Each section, such as human services or the hospitality industries, outlines the industry, discusses the need for professionals with a "home economics" background and presents day-in-life accounts of various professionals within each industry. Also included are various professional organizations and potential alternative careers for students to consider.

Arts

Promoting Your Acting Career—Topics in this book include self-promotions and marketing, getting into an actors' directory, working with agents, managers and publicists and information on different areas of the industry that you may be interested in working in. Sections, such as "Voice-Overs," include interviews with professionals currently working in that field.

Tech Writer's Survival Guide—According to this book, 42% of technical writers came from an English curriculum background, and that the profession is a lucrative and flourishing one for writers. You just need to know how to get started—and this book will describe the process for you.

Engineering

Canadian Oilfield Service and Supply Directory—The COSSD Directory provides contact information for companies working in the Oil and Gas Industry throughout Canada—though the vast majority of companies are located in Alberta—and companies are listed by category, by town, environment or alphabetically. The front section of this directory also includes a listing of major industry events for the next year, as well as maps and a calendar.

Edmonton Engineering Directory 2003-2004—Is a directory of engineering firms and professional engineers currently working in Edmonton. **NOTE:** As this is one of our most popular resources for finding contacts in the engineering field, CaPS will be distributing 200 free copies of this directory from the CaPS Promotion Booth during Careers Day on Wednesday September 24. Visit the booth and ask for your free directory. Availability is limited, so come early!

Health Sciences

2003 Pharmacy Sourcebook—This directory highlights retail chains, professional associations, health organizations and manufacturers. This is a useful resource for anyone interested in pharmacy, pharmaceutical sales, related health-services or government organizations.

Becoming a Physician: A Practical and Creative Guide to Planning a Career in Medicine—This book—by a mother-daughter author team, with the daughter just finishing medical school while this book went to print—covers the process of deciding if you have the "right stuff" to become a physician, an introduction to medical specialties, what to look for in a medical school and how to succeed as a med student. Though it is written for a US audience, most of the information is general to the profession and the experience of becoming a doctor.

Situational Analysis of Human Resource Issues in the Pharmacy Profession in Canada—A shortage of pharmacists in Canada—as well as in the US and the UK—has affected the outlook for this profession. But is this shortage a long-term one? This study, based on a proposal by the Canadian Pharmacists Association, examines the labour market for pharmacists in Canada.

Law

Legal Employment Career Handbook—Written and published by the Career Placement Office of the Faculty of Law at McGill University, this bilingual guide covers all aspects of legal career planning, from student to lawyer. Includes a section on alternative law careers and websites for legal career planning.

Physical Education and Recreation

Opportunities in Sports and Fitness Careers—Part of the popular series by VGM Books, this resource presents a variety of different careers—such as coaching, journalism, entrepreneurship—within the sports, fitness and health industries. Also included are links to professional associations, both Canadian and American, and "snapshots" of a day in the life of persons in several of the occupations listed.

Science

Careers in Statistics—Produced by the American Statistical Association, this booklet provides snapshots of what statisticians provide to a variety of industries—from agriculture to physics—and key skills and contact information for becoming a statistician.

Diversity

Job-Hunting for the So-Called Handicapped—From the author of *What Color is Your Parachute*, Richard Nelson Bolles, this book addresses the work search for persons with a disability, whether visible or invisible. Topics include overcoming employer and employee fears about working and disabilities, job accommodations and additional resources and advocacy groups.

Job Search Handbook for People with Disabilities—This is a general work search guide adapted for persons with disabilities. Topics include writing resumes, interviewing and career selection.



There is a very good chapter on the benefits of networking and mentoring for work searchers/employees with disabilities that can be supplemented with the CaPS Tip Sheet "Networking for People with Disabilities".

Seekers & Storytellers: Aboriginal Role Models Share Their Career Journeys—Using a storytelling model, this book presents the careers and life paths of over forty role models. This book would also be useful for people planning on a career change or transition into another field.

International

Internships 2004—Published by Thomson/Peterson's, this directory contains information on a variety of internships available, mainly in the United States. Use the indices for "International Internships" and "International Applicants Accepted" to find an internship in your field.

Work Abroad: The Complete Job to Finding a Job Overseas—Produced by Transitions Abroad Publishing, this book covers all aspects of potential work and study abroad. It answers questions such as "Do I need to get a job before I leave home?" or "Do I need a certificate to teach English overseas?" and "I have six weeks to get some international experience: what can I do?" Included are extensive resource listings and essays from people who have traveled, studied and worked abroad.

Work Worldwide: International Career Strategies for the Adventurous Job Seeker—For the work searcher considering taking his/her career abroad, this book covers topics such as deciding if you can live abroad, acculturation, finding opportunities and interviewing for international positions. Throughout the book, the author has included tips, anecdotes and international etiquette.

Labour Market

Finding Their Way: A Profile of Young Canadian Graduates—As part of the National Graduate Survey, the authors of this paper focus on employment levels for college and university graduates and find out who is more likely to be employed, whether full or part-time, based on degree/certificate attained, their salaries and the likelihood of returning for more school.

Post-Secondary

Alberta Transfer Guide: 2003-2004—Produced by the Alberta Council on Admissions and Transfer, this guide is essential for the student who has already completed some post-secondary schooling and would like to transfer those credits toward a degree at an institution in Alberta. You can also search the guide online at <http://www.acat.gov.ab.ca>.

Education and Training Planner—What information do you need when selecting your program of study and education? How will you plan for the education you need for the career that you want? The Education and Training Planner, produced by Alberta Human Resources and Development, is a guide for selecting a post-secondary program and for sustaining yourself while studying.

Macean's Guide to Canadian Universities 2003—Ranks 68 institutions across Canada, provides a snapshot view of each institution, includes rank of institutions, some information on financial planning for school, and "inside" information on each institution.

Making a Difference College & Graduate Guide—Described as the "ethical career-oriented guide" this book will help you find undergraduate and graduate programs that focus on service programs. There are also introductory essays on service-oriented education and a "How to Test Drive A College" that you will find very useful if you are looking to study abroad for a year.

Who Goes to Post-Secondary Education and When: Pathways Chosen by 20 Year Olds—The authors of this study, produced from Statistics Canada data, examine what factors go into the decision to continue with school immediately or to wait a few years before returning to school.

Other

Alberta Associations Directory—This popular directory will help you find professional organizations in Alberta related to your field of study or the profession that you are interested in. It is useful for networking, work search and finding volunteer opportunities.

Alberta Public Sector Directory—If you are interested in working for the government—provincial, federal or one of the municipalities—in Alberta, you should take a look at this directory. This directory includes contact information, telephone and electronic, websites and short biographies of key persons within in government, as well as a brief section on how to sell your product to the government.

Canadian Subsidy Directory 2003—Looking for funding to help get through school or to start your own business, take a look at this directory for subsidies and programs that you may be eligible for. This material is kept on Reserve.

Guide to Organized Camping in Alberta—Want a career working with kids or want to work outdoors this summer? This directory will help you find camps and their programs and refine your work search for opportunities that suit your skills.

Inventory of Major Alberta Projects and Inventory of Alberta Regional Projects—This is your "crystal ball" to upcoming projects in Alberta: based on information from public sources, these inventories list upcoming, current and recently completed projects across Alberta. You can use this information to find companies that will be looking for your services on their projects.

"I'm happy I took this opportunity to get career advising. It helped to focus my ideas and dreams and gave me confidence to pursue them. Excellent!"
— Master's Student, Human Ecology —

Easter Seals Camp Horizon
Edson Cullen-Hammer Canada - Airdrie
Ecole Plamondon School
Economic Development Edmonton
Edmonton After School Care Association
Edmonton Brain Injury Releasing Society (EBIRS)
Edmonton Catholic Separate School District No. 7
Edmonton Parent Living Services Inc.
Edmonton Petroleum Golf & Country Club
Edmonton Public Schools
Edmonton Soccer Association - Facilities
Edmonton Sport & Social Club
Edmonton, City of
Educare Nursery School
Elizabeth Fry Society of Edmonton, The
Elk Island Catholic Separate Regional School Division No. 41
Elk Island Public Schools Regional Division No. 14
EnCana Corporation
Enbridge Pipelines Inc. - Edmonton
Energy & Environmental Consulting (EEC) Inc.
Enmax Corporation
Enterprise Rent-A-Car - Calgary
EnvironMobi Canada - Toronto
Ezra Consulting Ltd.
FEESA (An Environmental Education Society)
FMC of Canada Limited
FORESTERS
FSC Group of Engineers & Architects - Whitehorse
FSC Group of Engineers & Architects - Yellowknife
Fairmont Mountain Bungalows
Family Centre, The
Family Linkages Foundation of Alberta
Farm Credit Canada - Regina
Federal Company Industrial and Construction Supplies
Federal Express
Federated Co-operatives Ltd. - Saskatoon
Federation of Alberta Naturalists
Finning (Canada) - Edmonton
Five Hills Health Region
FiveStar Promotions
Flint Energy Services Ltd. - Sherwood Park
Fluor Canada Ltd.
Focus Corporation Ltd.
Footprints Recruiting
Ford Credit Canada
Fording Coal Limited
Formals By Page
Fort McMurray Catholic Board of Education
Fort Saskatchewan, City of
Fort St. John, City of
Fort Vermilion School Division No. 52
Frank Slide Interpretive Centre
Friends of Jasper National Park
Friends of the Provincial Museum of Alberta Society, The
Friends of the Ukrainian Village Society
Fulton Child Care Association
G-Mac's AgTeam Inc.
GE Canada
GLM Tanks & Equipment Limited
Gold Analysis Plus Inc.
Gallery Park Independent School District
Gallery At Jasper Park Lodge, The
The Gameau After School Care
Gameau University Childcare Centres (5 Affiliated Centres)
Gateway Association for Community Living
Gearwax
General Motors Acceptance Corporation of Canada Ltd. (GMAAC)
Gilead Sciences
Giovanni Yamaha School of Music
Glenbow-Alberta Institute
Glenora Child Care Society

Globe Ground North America
Golden Mile Management Consulting Services
Good Samaritan Society, The
Gov't of Alberta, AAFRD Centre for Agri-Industrial Technology
Gov't of Alberta, Agriculture, Food & Rural Development
Gov't of Alberta, Alberta Agriculture, Food and Rural Development - Stettin
Gov't of Alberta, Alberta Corporate Service Centre - Edmonton
Gov't of Alberta, Alberta Corporate Service Centre - Red Deer
Gov't of Alberta, Alberta Environment Development
Gov't of Alberta, Alberta Environment, Forest Protection Division
Gov't of Alberta, Alberta Health and Wellness
Gov't of Alberta, Alberta Human Resources & Employment
Gov't of Alberta, Alberta Infrastructure, Human Resources Branch
Gov't of Alberta, Alberta Municipal Services
Gov't of Alberta, Alberta Solicitor General
Gov't of Alberta, Alberta Sustainable Resource Development - Athabasca
Gov't of Alberta, Alberta Sustainable Resource Development, Land and Forest Division
Gov't of Alberta, Alberta Sustainable Resource Development, Policy and Planning Division
Gov't of Alberta, Alberta's Future Leaders Program
Gov't of Alberta, Environment
Gov't of Alberta, Food Processing Development Centre
Globe Ground North America
Golden Mile Management Consulting Services
Good Samaritan Society, The
Gov't of Alberta, AAFRD Centre for Agri-Industrial Technology
Gov't of Alberta, Agriculture, Food & Rural Development
Gov't of Alberta, Alberta Agriculture, Food and Rural Development - Stettin
Gov't of Alberta, Alberta Corporate Service Centre - Edmonton
Gov't of Alberta, Alberta Corporate Service Centre - Red Deer
Gov't of Alberta, Alberta Environment Development
Gov't of Alberta, Alberta Environment, Forest Protection Division
Gov't of Alberta, Alberta Health and Wellness
Gov't of Alberta, Alberta Human Resources & Employment
Gov't of Alberta, Alberta Infrastructure, Human Resources Branch
Gov't of Alberta, Alberta Municipal Services
Gov't of Alberta, Alberta Solicitor General
Gov't of Alberta, Alberta Sustainable Resource Development - Athabasca
Gov't of Alberta, Alberta Sustainable Resource Development, Land and Forest Division
Gov't of Alberta, Alberta Sustainable Resource Development, Policy and Planning Division
Gov't of Alberta, Alberta's Future Leaders Program
Gov't of Alberta, Environment
Gov't of Alberta, Food Processing Development Centre

Gov't of Alberta, Human Resources & Employment (PQ/AB Student Employment Exchange)
Gov't of Alberta, Parks and Protected Areas Division
Gov't of Alberta, Parks and Protected Areas Division (Rocky Mountain House)
Gov't of Alberta, Sustainable Resource Development, Dept. of
Gov't of Canada, Communications Security Establishment
Gov't of Canada, Defence Construction Canada
Gov't of Canada, Measurement Canada
Gov't of Canada, National Research Council of Canada - London
Gov't of Canada, Parks Canada Agency - Jasper
Gov't of Canada, Public Service Commission - Edmonton
Gov't of Manitoba, Manitoba Conservation
Gov't of Ontario, Natural Resources, Ministry of
Gov't of Saskatchewan - Public Service Commission
Graham Ryan Consulting Ltd.
Grande Prairie Public School District #2357
Grant MacEwan College - Human Resources
Gryonmont Western Canada Inc. - Richmond
Greater Edmonton Foundation
Green Oasis Services Inc.
Greenfield School Day Care Association
Grey Nuns' Regional Centre
Infrastructure Advocacy Inc.
Infrastructure Systems Ltd.
InfraTech Corporation
Insigina Software
Institute of Health Economics
Integration Specialist, Inc.
Intelcom Courier Canada Inc.
Intercom Corporate Group Inc.
Interior Health Authority
Inventa Sales & Promotions
Invest in Kids
Investors Group Financial Services Inc. (51 Avenue)
Ipsos-Dirac
J.E. Ennis Fabrics Ltd.
JBI Learning Centre
JV Driver Projects Inc.
JW Research
Jacobs Canada Inc.
Henry J. Pan Professional Corp.
Henry Singer Fashion Group - West Edmonton Mall
Heritage Community Foundation
Hess Educational Organization
High Prairie School Division No. 48
Hockey Canada
Holy Family Catholic Regional Division #37
Home-Within-A-Home Society of Edmonton
Honeywell Limited
Horton CBI, Limited
Hofstra Frailty Lay (Edmonton)
Hofstra Design
Hudson's Bay Company - Zellers/The Bay Pharmacy
Husky Energy Inc.
ICMS, Inc. - Portage la Prairie
IMC Potash
ITN International Teachers Network
Illica Hodes Advertising
Imperial Oil Limited - HR Recruitment (Calgary)
Inc Hamlet of Sachs Harbour, The
Inco Limited - Copper Cliff, ON
Infrastructure Systems Ltd.
InfraTech Corporation
Insigina Software
Institute of Health Economics
Integration Specialist, Inc.
Intelcom Courier Canada Inc.
Intercom Corporate Group Inc.
Interior Health Authority
Inventa Sales & Promotions
Invest in Kids
Investors Group Financial Services Inc. (51 Avenue)
Ipsos-Dirac
J.E. Ennis Fabrics Ltd.
JBI Learning Centre
JV Driver Projects Inc.
JW Research
Jacobs Canada Inc.

Jenny Language School
Jenric Millwork
John Humphrey Centre for Peace and Human Rights
Johns Manville
Junior League of Edmonton
KBL Land Use Consulting
KJA Consultants - Calgary
KPWG
Kaizen Environmental Services Inc.
Kaplan Test Prep
Katzmavik - Prairie/NWT/Nunavut
Kelsey's International
Kennedy Personnel Solutions Inc.
Key Support Services
Kidproof Canada
Kids On Track Association of Edmonton
Kilam Cyclones Swim Club
Kinex
King Edward Child Care Society
Kinross Sports Centre
Komet International Ltd. - Edmonton
Kueh's Enterprise Ltd.
LED Smart Inc.
LOGOS Academy
La Societe Educative de l'Alberta
Lab Support Canada
Lacombe County
Lafarge Canada Inc. (Cement Group/Western Region)
Lafarge North America
Lakeland Agricultural Research Association (LARA) - Bonnyville
Lakeland Catholic Board of Education No. 150
LawDepot.com
Leader School Division No. 24
Leduc City/Mining Ltd.
Leduc County
Leduc Independent Living Services Inc.
Leduc/Nisku Economic Development Authority
Legal Aid Society of Alberta - Edmonton
Legal Aid Society of Alberta - Wetaskiwin
Lahigh Inland Cement Ltd.
Lendrum Petro-Canada
Lessor Daycare and Out of School Care
Lessor Lake Community Development Corporation
Let's Talk Science
Lewis Companies Inc. (Search Firm)
LifeScan Canada Inc.
Lifelyde Cooperative Ltd.
Linfor Technology Inc.
LiveBridge Inc.
Moraine Lake Lodge
Morgan Construction & Environmental Ltd.
Mosaic Sales Solutions
Multiple Sclerosis Society of Canada, Alberta Division
Multiple Sclerosis Society of Canada, Edmonton Chapter
Municipal District of Big Lakes
Municipalities of Hays/Platteville/Stettin
Museo Heritage Museum - Arts and Heritage Foundation of St. Albert
NCVA Chemicals Limited - Red Deer
NTS Ltd.
National Oilwell
Nature Conservancy of Canada - Edmonton
Network Health Care Inc.
New Era Municipal Services
Newyeds Foods
Newport Pacific Financial Group S.A.
Nexen Inc.
Nikon Canada
Norfolk Skag Canada Limited
Norfolk Networks - Calgary
North American Bowling
North American Title
Pioneer Hi-Bred Production Limited
Pioneer Hi-Bred Production Ltd. - Edmonton
Pitney Bowes Canada - Edmonton
Pitney Bowes of Canada Ltd.
Placement Group Inc.
Placer Dome Canada Limited
Preston Mfg. Inc.
Playdium Corporation
Poly Returnee Education Institute - Calgary

Miller Western Forest Products Ltd. (Whitecourt Wood Products Division)
Millennium EMS Solutions Ltd.
Millwoods and Strathcona Bottle Deposits
Missionary Corporation Ltd.
Molson Canada
Monsanto Canada - Winnipeg
Monsanto Canada Inc. - Edmonton
Monsanto Canada Seeds Inc. - Leduc
Montorio Homes Ltd.
Moraine Lake Lodge
Morgan Construction & Environmental Ltd.
Mosaic Sales Solutions
Multiple Sclerosis Society of Canada, Alberta Division
Multiple Sclerosis Society of Canada, Edmonton Chapter
Municipal District of Big Lakes
Municipalities of Hays/Platteville/Stettin
Museo Heritage Museum - Arts and Heritage Foundation of St. Albert
NCVA Chemicals Limited - Red Deer
NTS Ltd.
National Oilwell
Nature Conservancy of Canada - Edmonton
Network Health Care Inc.
New Era Municipal Services
Newyeds Foods
Newport Pacific Financial Group S.A.
Nexen Inc.
Nikon Canada
Norfolk Skag Canada Limited
Norfolk Networks - Calgary
North American Bowling
North American Title
Pioneer Hi-Bred Production Limited
Pioneer Hi-Bred Production Ltd. - Edmonton
Pitney Bowes Canada - Edmonton
Pitney Bowes of Canada Ltd.
Placement Group Inc.
Placer Dome Canada Limited
Preston Mfg. Inc.
Playdium Corporation
Poly Returnee Education Institute - Calgary
Nova Group
Nusco Supply & Manufacturing Ltd. - Nisku
O'Connor Associates Environmental Inc. - Calgary
Oakcreek Golf & Turf Inc.
Okanagan Biotechnology Inc.
Okanagan Hockey School
Okotoks Public Library
Oland Specialty Beer Company
Olds College
Opsey Scientific Inc.
Our House Addiction Recovery
Overwaitea Food Group (Save-On-Foods)
Oxford Learning Centres - Sherwood Park
PSC Analytical Services Inc.
Palliser Lumber Sales Ltd.
Palmer Jarvis DOB
Pangaea Systems Inc.
Parr Management
Parkland CLASS
Parkland Conservation Farm Assoc.
Pason Systems Corp.
Pass Piranha Swim Club
Peace Health Region, The
Peacock Inc. - Edmonton
Newport Pacific Financial Group S.A.
Nexen Inc.
Nikon Canada
Norfolk Skag Canada Limited
Norfolk Networks - Calgary
North American Bowling
North American Title
Pioneer Hi-Bred Production Limited
Pioneer Hi-Bred Production Ltd. - Edmonton
Pitney Bowes Canada - Edmonton
Pitney Bowes of Canada Ltd.
Placement Group Inc.
Placer Dome Canada Limited
Preston Mfg. Inc.
Playdium Corporation
Poly Returnee Education Institute - Calgary

Poly Returnee Education Institute - Sherwood Park
Polymer Plastics Ltd.
Porter Engineering Ltd.
Prairie River Junior High School
Prairie Seeds Limited
Rolling Green Fairways Golf Course
Ross & Associates Consulting Ltd.
Rosslyn Inn & Suites
Royal Canadian Mounted Police - Forensic Laboratory
Royal Tyrrell Museum Cooperating Society
Rubbermaid Canada
Rubisil Express
Rutherford House Provincial Historic Site
SAFINK Corporation - Edmonton
SGC Corp
SKILLS Society
SRS Vocational Services Society
SUBNET Solutions Inc.
Safety on Board
Sahlu Renewable Resources Board
Sale's Farms
Sanford Canada
Saputo Milk Division Ltd.
Saskatchewan Wheat Pool
Save-On-Foods & Drugs - Langley
Sawmill Restaurant Group, The
The Sawyer's Employment and Consulting Ltd.
Scheffer Andrew Ltd.
Schlumberger Canada Ltd.
School District #22 - Vernon
School District #81 - Fort Nelson
Scouts Canada - Northern Lights Region
Second Dimension International Limited
Seed Team, The - BMO Nesbitt Burns
SemBioSys Genetics Inc.
Sequitur Software Inc.
Show Cablesystems - Edmonton
Shell Canada Limited
Sherritt International Corporation
Shipwreck Marine
Shoppers Drug Mart - Calgary
Rife Resources LTD
Ring's Pharmacy
RiverWatch - Edmonton
Rockwell Servicing Partnership
Rod Turpin & Associates
Rogers Wireless Inc.
Rolling Green Fairways Golf Course
Ross & Associates Consulting Ltd.
Rosslyn Inn & Suites
Royal Canadian Mounted Police - Forensic Laboratory
Royal Tyrrell Museum Cooperating Society
Rubbermaid Canada
Rubisil Express
Rutherford House Provincial Historic Site
SAFINK Corporation - Edmonton
SGC Corp
SKILLS Society
SRS Vocational Services Society
SUBNET Solutions Inc.
Safety on Board
Sahlu Renewable Resources Board
Sale's Farms
Sanford Canada
Saputo Milk Division Ltd.
Saskatchewan Wheat Pool
Save-On-Foods & Drugs - Langley
Sawmill Restaurant Group, The
The Sawyer's Employment and Consulting Ltd.
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School District #22 - Vernon
School District #81 - Fort Nelson
Scouts Canada - Northern Lights Region
Second Dimension International Limited
Seed Team, The - BMO Nesbitt Burns
SemBioSys Genetics Inc.
Sequitur Software Inc.
Show Cablesystems - Edmonton
Shell Canada Limited
Sherritt International Corporation
Shipwreck Marine
Shoppers Drug Mart - Calgary

Si-Sa-Yong-O-Sa English Institute - South Korea
Siemens Canada Limited
Sierra Club of British Columbia
Sigbio Approved Inc.
Silvacom Ltd.
Silver Pointe Developments Inc.
Silverado Oilfield Ventures Ltd.
Skate Canada: Alberta-NWT/Nunavut
Skidder Peppier Sofa Shop
Smith English School
Smurfit-MBI
Society of Northern Alberta Print-artists (SNAP)
Soil & Forestry Consulting
Somnia Communications Inc.
Sorrentino's Restaurants
Southern Alberta Mass Spectrometry Centre
Space Cannon Illumination Inc.
Special Olympics Alberta
Spence Diamonds Ltd.
Spruce Lane Farm Inc.
St. Albert, City of (Human Resource Services)
St. Joseph's Auxiliary Hospital
St. Joseph's College
St. Michael's Long Term Care Centre
Staples - Business Depot (Burnaby)
Stephan G. Stephansson Icelandic Society
Sterling Crane
Stevens and Associates Millwork Ltd.
Story Plain, Town of
Strathcona, County of
Strathcona-Tweedsmuir School
Stream-Flo Industries Limited
Student Works Painting Corporation
Students Achieve Software
Success by 6
Sun Gro Horticulture of Canada Ltd. - Seba Beach
Suncor Energy Inc.
Sunco Energy Inc., Oil Sands Group
Sunshine Food Products Limited - Sundre
SuperTint Inc.

New on the menu of Brown Bag Lunch Seminars

In Fall 2003, CaPS began offering free, 45-minute brown bag lunch seminars on a variety of career and employment-related topics. The response from students was so positive that we are expanding our menu of topics. Following are new seminars that we will be offering during the 2003-2004 academic year:

Applying for Work Abroad

Learn about how to adapt your resume and cover letter for applying for work abroad, as well as about some of the ways that interviews for work abroad differ from interviews for work in North America. We also offer a seminar called Looking for Work Abroad, which focuses on finding work overseas.

Becoming a Lawyer: First Steps

Wondering if law school might be your next career move? Come and consider these possible next steps: assessing your suitability for a career in law, investigating how law degrees can be used, choosing a law school, writing the LSAT and more!

Can I take a test to tell me what to do with the rest of my life?

Learn about some of the "tests" available to help you with career planning and where you can access them on campus. This seminar will also cover what to look for when taking a test, some online testing services, and some pitfalls of exclusively using tests to make your career decisions.

Get it together: Building a foundation for a successful work search

Wondering about the secrets of a successful work search? This seminar will provide tips on how to prepare effectively for your work search, what to consider about your appearance, and how to present yourself to your contacts and potential employers, as well as explain how important attitude is in securing employment.

Looking for Work on Campus

Learn about the many opportunities available to students who want to find employment on the University of Alberta campus. This seminar will of particular interest to international students, as the unique circumstances they face with regards to working on campus will be discussed.

Making Career Fairs Work for You!

Want to get the most out of the time you spend at a career fair? Learn valuable tips on how to prepare for and present yourself to potential employers at these valuable networking events.

Self-Employment: Putting Your Entrepreneurial Spirit to Work

Does the idea of being your own boss appeal to you? This seminar includes basic information on setting up your own business. We also offer two workshops to students interested in starting their own business: Developing a Business Plan that Works and From Principle to Promotion – Marketing for the Self-Employed.

Working in Canada's North

Working in Canada's North offers many benefits. Come and learn about the various opportunities available. (Note: This seminar focuses on work in Northern Alberta.)

Working in the U.S.

Thinking about looking for work south of the border? This seminar includes information on some of the legal aspects of working in the U.S., including types of visas.

Working with Recruitment Firms

If you are having trouble finding work on your own, is a recruitment firm the solution to your problems? Attend this seminar to learn what recruitment firms do, how to use them in your work search and what recruiters look for in candidates.

You can find more information on these and many of the other seminars we offer on our web site. We are always open to ideas for additional seminars, so if you have any suggestions, please contact Joan Schiebelbein, Manager, Advising Services at joan.schiebelbein@ualberta.ca.

News and Classifieds at CaPS

CaPS subscribes to a variety of periodicals that relate to work search and career development. The following is just a sample of our resources:

Newspapers

Edmonton Journal includes the daily classified – help wanted ads and current regional and national news. There is also a career section in the Saturday Journal with many professional postings from around Alberta. This section also features a career related article pertaining to the work search in Alberta.

Calgary Herald (weekends only) The Herald includes the daily classified – help wanted ads and current regional and national news. There is also a career section in the Saturday Herald with many professional postings in Alberta.

National Post covers national Canadian news. It has a daily Financial Post section with national and international economic and business news. The Saturday Financial Post section contains postings for professionals across Canada.

Bulletins

Artsboard advertises postings for the performing arts throughout Canada. There are sections for Managerial, Technical and Teaching positions. Also included are volunteer positions and opportunities for personal development. This bulletin targets all students and graduates from the Arts faculty.

Canada Employment Weekly provides classified ads for full-time positions across Canada. The postings are divided by occupation title and would apply to students from all faculties. There are also weekly sections on "hot" employers and a featured industry section.

Canadian Association of University Teachers (CAUT) Bulletin contains news articles related to the academic profession in Canada, including focuses on individual institutions and academics. The careers section has postings that are divided by discipline and include a variety of tenure track and other academic positions in various Canadian educational institutions

Chronicle of Higher Education is an academic publication from the United States that contains news relating to post-secondary institutions and job advertisements for academic positions. The positions are divided into faculty, administrative and executive categories. Most of the positions are from the U.S. but there are also some international opportunities.

Magazines

Business Week covers current business topics in North America, as well as, International market and business news. There are many features on specific businesses, worldwide markets and employment trends in various industries. This magazine would be helpful for students in all faculties for researching labour market trends.

Macleans is the Canadian news magazine that profiles Canadian businesses and business people. It also has Canadian economic outlook and trends that will help your work search and labour market research.

Transitions Abroad serves as a guide to "learning, living and working overseas". It has everything for students wanting the experience of working or studying abroad. Included are many stories on others' experiences while abroad, country information, tips on traveling and things to consider before working in another country.

Abilities Magazine is designed for those living with a disability. It includes many articles regarding various issues related to employment for people with disabilities.

Did you know . . .

- . . . that the CaPS Resource Centre receives 75,000 visits a year?
- . . . that the CaPS website receives 1,000 visits a day? That's about 30,000 students a month!
- . . . that CaPS held 82 workshops attended by over 1,000 students last year?
- . . . that over 2,500 students are interviewed at CaPS each year?

Superior Propane
Support Network, The
Syngenta Crop Protection Canada - Edmonton
Syngenta Crop Protection Canada, Inc. - Calgary
T & P Mechanical Services Ltd.
T & T Supermarket Inc.
TD Canada Trust - Edmonton
TD Waterhouse Investor Services (Canada) Inc.
TELUS Mobility Incorporated (TMI)
TINK
TMP Worldwide - Vancouver
Talisman Energy Inc.
Tara's Treats
Taurus Exploration Ltd.
Tawa Drug Mart & Surgical
Taylor Personnel
TeacherJobs.ca
Tec de Monterrey
Technogenie Resource
Teck Cominco Ltd. - Trail Operations
Teller Bar LD Ranch
Tempo School
Teneris Algoma Tubes - Ontario
Terra Association
Terralog Technologies USA
The Load & A-2-B Company Inc.
Think Green Alberta Ltd.
Timberline Forest Inventory Consultants
Time Industrial
TimePlan Essex and East Anglia
Timmins and District Hospital
Tiras Dairies Ltd.
Tolko Industries Ltd. - High Prairie
Toronto District School Board

Toxcon Health Sciences Research Centre Inc.
Trader Classified Media
Trader Publications
TransAlta Corporation
Travel Alberta
Trout Point Lodge
Trytime International Recruitment
Tucker Wireline Services Canada Inc. - Leduc
Tundra Engineering Ltd.
Tundra Seed Farms Ltd.
Tutor Doctor Inc.
Twister Pipe Ltd.
Two Hills #21, County of
U of A, Advancement Services
U of A, Agriculture, Food and Nutritional Science, Dept. of
U of A, Agriculture, Forestry & Home Economics, Faculty of
U of A, Alberta Public Interest Research Group (APIRG), The
U of A, Anesthesiology and Pain Medicine, Dept. of
U of A, Archives
U of A, Arts, Faculty of
U of A, Arts, Faculty of - Technologies for Learning Centre
U of A, Biological Sciences, Dept. of
U of A, Boutin Lab
U of A, Business, School of
U of A, CJSR FM88
U of A, Campus Security Services
U of A, Career and Placement Services (CaPS)
U of A, Cell Biology, Dept. of
U of A, Centre for Knowledge Transfer, School of Business
U of A, Chemical and Materials

Engineering, Dept. of
U of A, Chemistry, Dept. of
U of A, Child Study Centre
U of A, Community-University Partnership for the Study of Children, Youth and Families
U of A, Computing and Network Services
U of A, Devonian Botanic Garden
U of A, Discover E Science Camps
U of A, Earth and Atmospheric Sciences, Dept. of
U of A, Economics, Dept. of
U of A, Ellerslie Research Station
U of A, Employment Services
U of A, Engineering Co-op Centre
U of A, Engineers Without Borders (U of A Chapter)
U of A, Extension, Faculty of
U of A, External Affairs Department - Student Calling Program
U of A, External Relations, Office of, Advancement Services
U of A, Facilities Management Personnel
U of A, Faculte Saint-Jean
U of A, Friends of U of A Hospitals, The
U of A, Gateway Journalism Society, The
U of A, Globalism Project
U of A, Graduate Students' Association
U of A, Heritage Medical Research
U of A, Housing & Food Services
U of A, International Centre
U of A, John Dossetor Health Ethics Centre
U of A, Meanook Biological Research Station
U of A, Medicine, Faculty of, Centre for Neuroscience, Division of Physical Medicine & Rehabilitation

U of A, Medicine, Faculty of, Public Health Sciences
U of A, Museums and Collections Services
U of A, National High Field Nuclear Magnetic Resonance Centre (NANUC)
U of A, Netera Alliance
U of A, Nursing, Faculty of
U of A, Nursing, Faculty of, Knowledge Utilization Studies in Practice Program (KUSP)
U of A, ONECard Office
U of A, Physical Education and Recreation, Faculty of
U of A, Physiology, Dept. of
U of A, Population Research Lab
U of A, Public Health Sciences, Dept. of
U of A, Registrar and Student Awards, Office of
U of A, Rehabilitation Medicine, Faculty of
U of A, Renewable Resources, Dept. of
U of A, Research Services Office
U of A, SSHRC/INE Program
U of A, School of Business - Health Organization Studies
U of A, Senate, The
U of A, Staff Learning and Development
U of A, Student Counselling Services
U of A, Student Financial Aid and Information Centre (SFAIC)
U of A, Students' Union
U of A, Students' Union Information Services
U of A, Supply Management Services
U of A, Timms Centre for the Arts
U of A, University Hospital Foundation
U of A, University Teaching Services
U of A, WISEST
UMA Engineering Ltd. - Edmonton

UMA Engineering Ltd. - Lethbridge
Unicity Customs Services Inc.
Unilever Canada
United Farms of Alberta - Milo, AB
United Way of the Alberta Capital Region
University First Class Painters
University Hospital Foundation
University of Alberta International
Urban Systems Ltd. - Kamloops
VOXCOM
Vancouver Coastal Health Authority, North Shore/Coast Garibaldi
Vancouver Island Health Authority - South Island
Vecor Marketing Canada Limited
Vertigo Mystery Theatre
Visionary College
WDDC
WILS Language School
WINGS of Providence Society
Wainwright & District Family & Community Services
Wainwright Association for Community Living
Wal-Mart Pharmacy
Walt Disney World/Cast-A-Way
Walter Cumbria Engineering Ltd.
Weatherford Artificial Lift Systems - Corod Products and Services
Weatherford Canada Partnership
Weldwood of Canada Limited - Hinton
Weldwood of Canada Limited - Vancouver
West Central Conservation Group (WCCG)
West Edmonton Mall
WestLink Innovation Network Ltd.
Westcomm Pump and Equipment Ltd.
Western HR Consulting Ltd.
Western Inventory Service - Edmonton

Westfair Foods Ltd.
Westlock Independence Network
Weston Bakeries Limited
Westview Pharmacy
Wetaskiwin Ashora Friendship Society
Wetaskiwin Youth Centre
Weyerhaeuser
Wickenburg, Tamara & David
Wild Rose Golf
Wildcanada.net
Will Sinclair High School
William Lutsky YMCA Family Community Centre
Willowglen Systems Inc.
Winalta Inc.
Windsor Park After School Care Program Society
Witdack Farms Ltd.
Wood Buffalo, Regional Municipality of
Workers' Compensation Board - AB
Works Art and Design Festival, The
World Financial Group - 106A Ave Branch
World Health Club
Worthington Properties
Wyeth-Ayerst Canada Inc.
YMCA - Edmonton Corporate Office
YMCA Edmonton - Jamie Platz Family Community Centre
YMCA Edmonton Child Care
YWCA of Edmonton - Family Support Services
Yellowhead County
Yotta Yotta inc.
Young Alberta Book Society
Youth One
ejobfair.net
eventiq Inc.